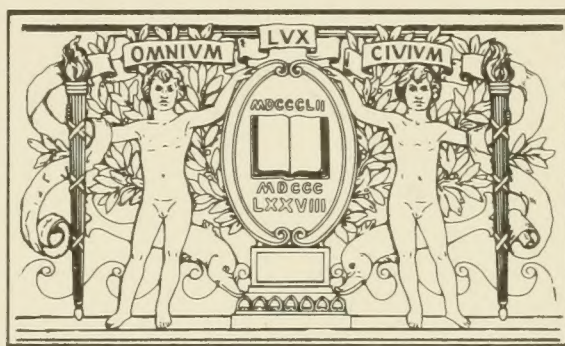


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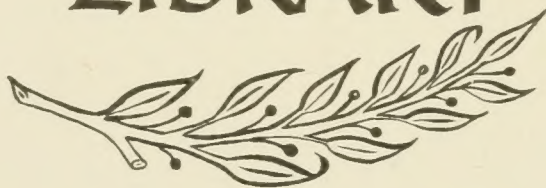


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The Commonwealth of Massachusetts

FORTY-FOURTH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

FOR THE YEAR

1913

By

THE DIRECTOR OF THE BUREAU OF STATISTICS



BOSTON

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STATISTICS OF LABOR—1913.

PREFATORY NOTE.

The matter presented in this volume constitutes the Forty-fourth Annual Report on the Statistics of Labor for Massachusetts. *Part I* is the twelfth annual directory of Labor Organizations, 1913, and was given to the public in pamphlet form on March 28, 1913, as Labor Bulletin No. 94. *Part II* contains the Labor Legislation enacted during the legislative session of 1913, an index of the bills affecting labor introduced during the session with the action taken on each, the veto messages of the Governor on labor bills, opinions of the attorney-general on pending legislation, a reprint of the labor legislation of 1912, and a cumulative index of the labor laws of the Commonwealth. This part was given to the public in pamphlet form on October 23, 1913, as Labor Bulletin No. 95. *Part III* is the fifth annual report on Labor Organizations and contains statistics of membership, unemployment, and union rates of wages and hours of labor in the various organized trades.

The publications of the Bureau in the field of labor statistics were formerly presented in the annual report on the Statistics of Labor, the Labor Bulletin, and Special Reports. It was practically impossible, however, to draw any well-defined line of demarcation between those publications which should be issued as Labor Bulletins and those which should be styled "Parts" of an annual report on the Statistics of Labor, with the result that certain annual presentations in some years appeared as parts of the annual report and in others as bulletins, being somewhat arbitrarily assigned to either series as time and circumstances of publication might determine. In 1913, therefore, upon my recommendation, the law governing the number of copies of the annual report on the Statistics of Labor to be issued was amended (Chapter 358) so as to allow the Director to issue an additional number of the several "Parts" of said report, such as in his judgment might be required to meet the public demand. This act was approved March 26, whereupon it was decided to present all the reports compiled by the Labor Division in the form of parts of the Annual Report on the Statistics of Labor and to designate each part a Labor

Bulletin, to be numbered consecutively, as issued, beginning with No. 94. Under this plan of publications, therefore, the Labor Bulletins issued during each fiscal year (ending November 30) will hereafter, beginning with this volume, constitute the annual report on the Statistics of Labor for the year.

These reports continue to be prepared under the immediate supervision of Mr. Frank S. Drown, Chief Statistician of the Labor Division of the Bureau of Statistics, and Mr. Roswell F. Phelps, Assistant.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

STATE HOUSE, BOSTON, November 30, 1913.

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PART I.

TWELFTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS.

(ISSUED AS LABOR BULLETIN No. 94.)

TWELFTH ANNUAL
DIRECTORY OF LABOR ORGANIZATIONS IN
MASSACHUSETTS, 1913.

INTRODUCTION.

The matter presented herewith constitutes the twelfth annual edition of the directory of Labor Organizations in Massachusetts,¹ the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions: (I.) "National and International Organizations," having one or more affiliated local unions in the United States; (II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town; (III.) "Central Labor Unions and Councils," composed of delegates from local unions in the same locality; and (IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit" body of organization.

Various methods of securing information have been used in conjunction with one another in compiling the present directory. There have been added to a card file, consisting of an individual card for each organization included in the directory for 1912, additional cards for unions organized since that time. Careful records have been kept on these cards of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in January of the present year to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries. Similar schedules were sent to all State, District, and Trades Councils, and Central Labor Unions and Councils. The Bureau has been able, by these means, and also by a careful consideration of newspaper clippings relative to labor organizations in the Commonwealth, to secure information with reference to the organization of new unions and the disbanding of those formerly existing.

¹ Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), and No. 93 (August, 1912).

A schedule of questions, to which was attached an explanatory statement with reference to the directory, was mailed on December 31, 1912, to each organization in Massachusetts known to be in existence. Schedules were received by mail directly or were obtained by special agents of the Bureau from approximately 92 per cent of the local organizations listed in the directory. In nearly all of the remaining cases, the desired information was obtained from the secretary of the National or International organization with which the local organization was affiliated.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained, consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

The Bureau desires to express its appreciation of the ready response to its inquiries accorded by the officials with whom it has had occasion to communicate.

The four divisions of the directory begin on pages as follows:

I. National and International Organizations,	page 5
II. State, District, and Trades Councils,	page 10
III. Central Labor Unions and Councils,	page 14
IV. Local Trade Unions,	page 18

Abbreviations. In addresses the following abbreviations have been used: St. for street; Av., avenue; Pl., place; Ter., terrace; Pk., park; Rd., road; Sq., square; L. B., lock box.

Abbreviations for names of organizations are as follows: C. L. U. for Central Labor Union; B. and S. W., Boot and Shoe Workers; S. W. P., Shoe Workers Protective; K. of L., Knights of Labor; I. W. W., Industrial Workers of the World; U. S. W., United Shoe Workers of America.

The following abbreviations refer to the halls in which the unions meet or have their headquarters; none of these orders, however, are included within this directory as they are not labor organizations: K. of C., Knights of Columbus; K. of M., Knights of Malta; K. of P., Knights of Pythias; A. O. H., Ancient Order of Hibernians; A. O. U. W., Ancient Order of United Workmen; G. A. R., Grand Army of the Republic; S. of V., Sons of Veterans.

Abbreviations for the union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; M. W., Master Workman; Nat. S., National Secretary; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

DIRECTORY OF LABOR ORGANIZATIONS.

I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

[In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions *in the United States*. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organizations which are affiliated with the American Federation of Labor are indicated by an asterisk (*).

Organizations which have no affiliated local unions or councils in Massachusetts are indicated by a dagger (†).]

American Federation of Labor. Samuel Gompers, Pres.; Frank Morrison, S., 801-809 G. N. W., Washington, D. C.; John B. Lennon, Treas., Bloomington, Ill.

Departments, A. F. of L.

**Building Trades Department.* William J. Spencer, S. T., 412-414 Ouray Bldg., Washington, D. C.

**Metal Trades Department.* Albert J. Berres, S. T., 512-513 Ouray Bldg., Washington, D. C.

**Mining Department.* Edwin Perry, 1106 State Life Bldg., Indianapolis, Ind.

**Railroad Employees Department.* A. B. Lowe, S., Vanol Bldg., 3900 Olive St., St. Louis, Mo.

**Union Label Trades Department.* Thomas F. Tracy, S. T., 711 Ouray Bldg., Washington, D. C.

**Actors Union of America, White Rats.* W. W. Waters, S. T., 227-231 W. 46th St., New York, N. Y.

**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, Int. S., 1801-A Elliot Av., St. Louis, Mo.

**Bakery and Confectionery Workers International Union of America.* Otto E. Fischer, Int. S., 212 Bush Temple of Music, Chicago, Ill.

**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

Bartenders International League. See Hotel and Restaurant Employees International Alliance.

**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 809 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 570-585 Monon Bldg., Chicago, Ill.

**Boiler Makers, Iron Ship Builders, and Helpers of America, International Brotherhood of.* William J. Gilthorpe, Int. S. T., 7-12 Law Bldg., Kansas City, Kan.

**Bookbinders, International Brotherhood of.* James W. Dougherty, Int. S. T., 222 E. Michigan St., Indianapolis, Ind.

Boot and Shoe Cutters Assembly of the Knights of Labor, National. John C. Patterson, Nat. S., 519 N. Randolph St., Philadelphia, Pa.

**Boot and Shoe Workers Union.* John F. Tobin, Gen. Pres.; C. L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

**Brewery Workmen of America, International Union of the United.* Joseph Proebstle, Int. S., Station E, Cincinnati, Ohio.

*†*Brick, Tile, and Terra Cotta Workers Alliance, International.* William Van Bodengraven, S. T., 2341 W. 12th St., Chicago, Ill.

Bricklayers, Masons, and Plasterers International Union of America. William Dobson, S., 711 Odd Fellow Bldg., Indianapolis, Ind.

**Bridge and Structural Iron Workers, International Association of.* Joseph E. McClory, S. T., 422-424 American Central Life Bldg., Indianapolis, Ind.

*†*Broom and Whisk Makers Union, International.* C. T. Dolan, S. T., 3959 Lincoln Av., Chicago, Ill.

*†*Brushmakers International Union.* George J. Vitzthun, Gen. S. T., 2052 Gates Av., Brooklyn, N. Y.

Building Laborers, International Protective Union of. S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

Car Workers, International Association of. G. W. Gibson, S. T., 1209-10 Morton Bldg., 538 S. Dearborn St., Chicago, Ill.

Card Machine Operators Union of America. Albert H. Silvester, Gen. S., 14 Montague St., Worcester, Mass.

Card Room Operatives of America, Amalgamated. Thomas W. Keleher, S., 215 Coffin Av., New Bedford, Mass.

Carpenters and Joiners, Amalgamated Society of. Thomas Atkinson, Sec., U. S. Ex. Board, 76 Bible House, New York, N. Y.

**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., Carpenters Bldg., 222 E. Michigan St., Indianapolis, Ind.

**Carriage, Wagon, and Automobile Workers of North America, International Union of.* William P. Mavell, S. T., 403 S. Division St., Buffalo, N. Y.

National and International Organizations.

- **Carvers Association of North America, International Wood.* Thomas J. Lodge, Gen. S., 10 Carlisle St., Roxbury, Mass.
- **Cement Workers, American Brotherhood of.* Henry J. Ullner, S. T., 705 Clunie Bldg., California and Montgomery Sts., San Francisco, Cal.
- **Chandelier, Brass, and Metal Workers of North America, Brotherhood of.* Thomas H. Patterson, C. S., 438 Hamburg St., Brooklyn, N. Y.
- **Cigar Makers International Union of America.* G. W. Perkins, Int. Pres., 820 Monon Bldg., Chicago, Ill.
- **Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, Lafayette, Ind.
- **Cloth Hat and Cap Makers of North America, United.* Max Zuckerman, Gen. S., 62 E. Fourth St., New York, N. Y.
- **Commercial Telegraphers Union of America, The.* Wesley Russell, Gen. S. T., 922-930 Monon Bldg., Chicago, Ill.
- *†*Compressed Air and Foundation Workers Union of the United States and Canada, International.* James G. Andrew, Pres., Beethoven Hall, 210 Fifth St., New York, N. Y.
- **Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kan.
- **Cutting Die and Cutter Makers, International Union of.* William Lalor, S. T., 642 Concord Av., Bronx, New York, N. Y.
- *†*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of.* E. F. Siviter, Gen. S. T., 106 Rapleye St., Brooklyn, N. Y.
- **Electrical Workers, International Brotherhood of (A. F. of L.).* Charles P. Ford, Int. S., Pierik Bldg., Springfield, Ill.
- Electrical Workers, International Brotherhood of.* J. W. Murphy, Gen. S., Box 42, Springfield, Ill.
- **Elevator Constructors, International Union of.* William Young, S. T., Room 418 Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* William Delahay, S., American and Canadian Council, 309 Broadway, New York, N. Y.
- **Engineers, International Union of Steam and Operating.* James G. Hannahan, Gen. S. T., 6303 Harvard Av., Chicago, Ill.
- **Firemen, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., Rooms 1-4, 2502 N. 18th St., Omaha, Neb.
- **Foundry Employees, International Brotherhood of.* George Bechtold, S. T., 200 S. Broadway, St. Louis, Mo.
- **Freight Handlers, Brotherhood of Railroad.* John J. Flynn, Int. S. T., 824 W. Harrison St., Chicago, Ill.
- **Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- **Garment Workers Union, International Ladies.* John A. Dyche, Gen. S. T., 32 Union Sq., New York, N. Y.
- *†*Glass Bottle Blowers Association of the United States and Canada.* William Lauener, Int. S., 930-932 Witherspoon Bldg., Philadelphia, Pa.
- †*Glass Snappers National Protective Association, Window.* L. L. Jacklin, Nat. S., Kane, Pa.
- **Glass Workers International Association of America, Amalgamated.* Joseph P. McArdle, S. T., Room 204, 118 E. 28th St., New York, N. Y.
- †*Glass Workers of America, National Window.* Charles Bryant, S., 417 Electric Bldg., Cleveland, Ohio.
- **Glass Workers Union, American Flint.* William P. Clarke, S. T., 929 Ohio Bldg., Toledo, Ohio.
- **Glove Workers Union of America, International.* Miss Agnes Nestor, S. T., 506 Bush Temple of Music, Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., Manhattan Hotel, Washington, D. C.
- **Granite Cutters International Association of America, The.* James Duncan, Int. Pres., Hancock Bldg., Quincy, Mass.
- *†*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brooks St., Bridgeport, Conn.
- Hat Finishers Association of the United States, Wool.* J. J. Flanagan, S. T., Amesbury, Mass.
- **Hatters of North America, United.* Martin Lawlor, Nat. S. T., 11 Waverly Pl., New York, N. Y.
- **Hod Carriers, Building, and Common Laborers Union of America, International.* A. Persion, Gen. S. T., Box 597, Albany, N. Y.
- **Horseshoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., 605 Second National Bank Bldg., Cincinnati, Ohio.
- **Hotel and Restaurant Employees International Alliance, and Bartenders International League of America.* Jere. L. Sullivan, Gen. S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* Vincent St. John, Gen. S. T., Room 307, 164-166 W. Washington St., Chicago, Ill.
- Industrial Workers of the World.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.

DIRECTORY OF LABOR ORGANIZATIONS.

National and International Organizations.

- *†*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of.* M. F. Tighe, S. T., House Bldg., Smithfield and Water Sts., Pittsburg, Pa.
- *†*Jewelry Workers Union of America, International.* William J. Betz, Gen. S. T., 573 Adam St., Buffalo, N. Y.
- Knights of Labor.* J. Frank O'Meara, S., Bliss Bldg., Washington, D. C.
- *†*Lace Operatives of America, Amalgamated.* David L. Gould, Gen. S., 545 W. Lehigh Av., Philadelphia, Pa.
- **Lathers International Union, Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- **Laundry Workers International Union.* Charles F. Bailey, Gen. S. T., 591 Second Av., Troy, N. Y.
- **Leather Workers on Horse Goods, International United Brotherhood of.* John J. Pfeiffer, Gen. S. T., 209-210 Postal Bldg., Kansas City, Mo.
- **Leather Workers Union of America, Amalgamated.* James J. Brennan, S., 223 Perry St., Lowell, Mass.
- Letter Carriers, National Association of.* Edward J. Cantwell, Nat. S., 945 Pennsylvania Av., N. W., Washington, D. C.
- **Lithographers International Protective and Beneficial Association of the United States and Canada.* James M. O'Connor, Gen. S. T., Langdon Bldg., 309 Broadway, New York, N. Y.
- *†*Lithographic Press Feeders of the United States and Canada, International Protective Association of.* Henry C. Kranz, Int. S., 200 E. 23rd St., New York, N. Y.
- Lithographic Workmen, International Union of.* Sylvester J. Godfrey, 829B Broadway, S. Chelsea, Mass.
- Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.
- Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Peoria, Ill.
- **Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- Loomfixers International Union.* Oliver Christian, Nat. S., Box 8, Lawrence, Mass.
- *†*Machine Printers and Color Mixers of the United States, National Association of.* Charles McCrory, S., 81 John St., Hudson Falls, N. Y.
- **Machinists, International Association of.* George B. Preston, Gen. S. T., McGill Bldg., 908-914 G St., N. W., Washington, D. C.
- Mailers, Trade District Union.* Robert T. Allen, S., Box 1817, Boston, Mass.
- **Maintenance of Way Employees, International Brotherhood of.* Samuel J. Pegg, Gr. S. T., 27 Putnam Av., Detroit, Mich.
- **Marble Workers, International Association of.* Stephen C. Hogan, Gen. S. T., 715 Eagle Av., New York, N. Y.
- **Meat Cutters and Butcher Workmen of North America, Amalgamated.* Homer D. Call, S. T., 212 May Av., Syracuse, N. Y.
- **Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg., Cincinnati, Ohio.
- **Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- *†*Mine Workers of America, United.* Edwin Perry, S. T., 1101-1106 State Life Bldg., Indianapolis, Ind.
- *†*Miners, Western Federation of.* Ernest Mills, S. T., 605 Railroad Bldg., Denver, Col.
- **Molders Union of North America, International.* Victor Kleiber, S., 530 Walnut St., Cincinnati, Ohio.
- Musical and Theatrical Union, American International.* W. Shurtleff, Int. S., P. O. Box 135, Station B, Washington, D. C.
- **Musicians, American Federation of.* Owen Miller, S., 3535 Pine St., St. Louis, Mo.
- **Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. O. Skemp, Gen. S. T., Box 99, Lafayette, Ind.
- **Paper Makers, International Brotherhood of.* J. T. Carey, Pres. S., 43-46 Bensen Bldg., Albany, N. Y.
- **Pattern Makers League of North America.* James Wilson, Gen. Pres., 1008-1009 Second National Bank Bldg., Cincinnati, Ohio.
- **Pavers, Rammersmen, Flag-Layers, Bridge and Stone Curb Setters, International Union of.* Edward I. Hannah, Gen. S., 223 E. 59th St., New York, N. Y.
- **Paving Cutters Union of the United States of America and Canada.* John Sheret, Gen. S., L. B. 27, Albion, N. Y.
- **Photo-Engravers Union of North America, International.* Louis A. Schwarz, S. T., 228 Apsley St., Philadelphia, Pa.
- **Piano, Organ, and Musical Instrument Workers International Union of America.* Charles Dold, Pres., 1037 Greenwood Ter., Chicago, Ill.
- **Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- **Plate Printers Union of North America, International Steel and Copper.* Charles T. Smith, S. T., 612 F St., N. W., Washington, D. C.
- **Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and*

National and International Organizations.

- Canada, United Association of Journeymen.* Thomas E. Burke, Gen. S. T., 411-416 Bush Temple of Music, Chicago, Ill.
- **Post-office Clerks, National Federation of.* George F. Pfeiffer, S. T., 187 Burleigh St., Milwaukee, Wis.
- *†*Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, East Liverpool St., Ohio.
- *†*Powder and High Explosive Workers of America, United.* S. M. Stewart, S. T., Coalmont, Ind.
- *†*Print Cutters Association of America, National.* Richard H. Scheller, Nat. S. T., 229 Hancock Av., Jersey City, N. J.
- **Printing Pressmen and Assistants Union of North America, International.* Joseph O. Orr, S. T., Pressmen's Home, Rogersville, Tenn.
- Printing Trades Association, International Allied.* J. W. Hays, S. T., Newton Claypool Bldg., Indianapolis, Ind.
- **Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John H. Malin, Pres. S., P. O. Drawer K, Ft. Edward, N. Y.
- **Quarry Workers International Union of North America.* Fred W. Sutor, Int. S. T., Scampini Bldg., Barre, Vt.
- Railroad Signalmen of America, Brotherhood of.* D. R. Daniels, Gr. S. T., 28 Newton St., Mansfield, Mass.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 23 Knowlton St., Somerville, Mass.
- **Railroad Telegraphers, The Order of.* L. W. Quick, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- **Railway Carmen of America, Brotherhood of.* E. William Weeks, Gen. S. T., 506-7 Hall Bldg., Kansas City, Mo.
- **Railway Clerks, Brotherhood of.* R. E. Fisher, Gr. S. T., 307-310 K. C. Life Bldg., Kansas City, Mo.
- Railway Conductors of America, The Order of.* W. J. Maxwell, Gr. S. T., Cedar Rapids, Iowa.
- **Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 601-603 Hodges Bldg., Detroit, Mich.
- **Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* Daniel J. Ganley, Gen. S. T., 14 N. Oxford St., Brooklyn, N. Y.
- **Sailor's Union of the Atlantic.* George C. Bodine, S. T., 51 South St., New York, N. Y.
- *†*Saw Smiths National Union.* F. E. Kingsley, S. T., 64 Baldwin Bldg., Indianapolis, Ind.
- Seamen's Union of America.* Thomas A. Hanson, S., 570 West Lake St., Chicago, Ill.
- *†*Shingle Weavers Union of America, International.* William H. Reid, S. T., 306 Maynard Bldg., Seattle, Wash.
- Shoe Workers of America, United.* Michael J. Tracey, Gen. S. T., 31 Exchange St., Lynn, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, S., 163 Merrimack St., Haverhill, Mass.
- **Slate and Tile Roofers Union of America, International.* Joseph M. Gavlak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- *†*Slate Workers, American Brotherhood of.* Philip Jago, Jr., S., Pen Argyle, Pa.
- Spinners Union of America, International.* Urban Fleming, Int. S., 188 Lyman St., Holyoke, Mass.
- **Stage Employees, International Alliance of Theatrical.* Lee M. Hart, Int. S., Dexter Bldg., 391 Adams St., Chicago, Ill.
- State, City, and Town Employees, National Federation of.* Michael F. O'Brien, Nat. Pres., 307A Warren St., Roxbury, Mass.; John F. Andrews, Nat. S., 83 Morgan St., New Bedford, Mass.; James J. Burns, Nat. Treas., 29 Webber St., Boston, Mass.
- Steam, Hot Water and Power Pipe Fitters and Helpers, International Association of.* W. H. Davies, S. T., 204-205 Merrick Bldg., 357 W. 63d St., Chicago, Ill.
- Steam Shovel and Dredgemen, International Brotherhood of.* T. J. Dolan, Gen. S. T., 105 W. Monroe St., Chicago, Ill.
- *†*Steel Plate Transferrers Association of America, The.* Dennis H. Sherman, Nat. S., 1301 Madison St., N. W., Washington, D. C.
- **Stereotypers and Electrotypers Union of North America, International.* George W. Williams, S. T., 29 Globe Bldg., Boston, Mass.
- †*Stogie Makers League, National.* F. W. Sonderman, Nat. S. T., Wheeling, W. Va.
- **Stone Cutters Association of North America, Journeymen.* Walter M. Drayer, Gen. S. T., 322 American Central Life Bldg., Indianapolis, Ind.
- **Stove Mounters International Union.* J. H. Kaefer, S. T., 1210 Jefferson Av., E., Detroit, Mich.
- **Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Brisbane Bldg., Buffalo, N. Y.
- **Tailors Union of America, Journeymen.* E. J. Brais, Gen. S., Box 597, Bloomington, Ill.
- **Teamsters, Chauffeurs, Stablemen, and Helpers*

DIRECTORY OF LABOR ORGANIZATIONS.

National and International Organizations.

of America, International Brotherhood of. Thomas L. Hughes, Gen. S., 222 E. Michigan St., Indianapolis, Ind.

Textile Workers, National Industrial Union of (I. W. W.). William Yates, Gen. F. S. T., Central Bldg., Lawrence, Mass.

**Textile Workers of America, United.* John Golden, Gen. Pres.; Albert Hibbert, Gen. S., Box 742, Fall River, Mass.

**Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* James P. Reynolds, Gen. S. T., 12 Federal St., N. S., Pittsburg, Pa.

**†Tin Plate Workers Protective Association of America, International.* Arthur Watkins, S., Box 155, Follansbee, W. Va.

**†Tip Printers, International Brotherhood of.* T. J. Carolan, Int. S., 6 Plum St., Newark, N. J.

**†Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-53 American National Bank Bldg., Third and Main Sts., Louisville, Ky.

Transportation Workers Federation of America. Headquarters, 39 West St., New York, N. Y.

**Travelers Goods and Leather Novelty Workers International Union of America.* Murt

Malone, S. T., 191 Boyd St., Oshkosh, Wis.

**†Tunnel and Subway Constructors International Union of North America.* Michael Carraher, S. T., 150 E. 125th St., New York, N. Y.

**Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.

**Upholsterers International Union of North America.* James H. Hatch, Pres., 233 First Av., New York, N. Y.

**Weavers Amalgamated Association of the United States of America, Elastic Goring.* Alfred Houghton, Gen. S., 50 Cherry St., Brockton, Mass.

Weavers, National Federation of Cloth. James Whitehead, S. T., 1188 Globe Bldg., Fall River, Mass.

**Weavers Protective Association, American Wire.* E. E. Desmond, Nat. S., 27 Woodland Av., Woodhaven, L. I., N. Y.

Women's Trade Union League. Miss S. M. Franklin, S., Room 901 Unity Bldg., 127 N. Dearborn St., Chicago, Ill.

Woolsorters and Graders Association of the United States, National. George H. Brear, 1 Gamble Pl., Lawrence, Mass.

II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory. In every case where the information could be obtained the following facts are given:

Name of organization, time and place of next convention or conference, name and address of secretary or other officer acting as correspondent, and the name and address of business agent, if any.

American Federation of Labor, Massachusetts State Branch. Next convention at Fall River, 3d Mon. in September, 1913; business office, 987 Washington St., Boston, Tel., Trem. 440; Edward S. Alden, Pres., 189 High St., Holyoke; Martin T. Joyce, S. T., Box C, Sta. A, Boston; Res. Tel., Rox. 3350.

Bakers Unions, Massachusetts State Branch of. Various cities by appointment; 2d Sun. in Jan. and July; Murdock N. McRae, S. and B. A., 28 Florence St., Brockton; Tel. 2305 R.

Barbers, Massachusetts State Council of. Fall River, 1st Sun. in Sept.; P. J. Sheehan, S. and B. A., 539 Main St., Brockton; Tel. 8337.

Blacksmiths and Helpers: District Council No. 8 (N. Y., N. H. & H. R.R.). 45 Eliot St., Boston; Mar., June, Sept., and Dec.; Thomas S. Hutchinson, S. and B. Mgr., 128 Carlisle St., New Haven, Conn.

Blacksmiths and Helpers: District Council No. 20 (B. & M. R.R.). 45 Eliot St., Boston; 1st Sun. in Mar., June, Sept., and Dec.; George H. Sawyer, Pres. and B. A., 5 Allison St., Concord, N. H.

Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34 (B. & M. R.R. System). Boston; 2d Mon. in Feb. and 1st Mon. in Aug.; E. L. Johnson, Pres., 625 Boston Av., W. Somerville, Mass.; R. P. Aldrich, S., L. B. 435, Lydonville, Vt.

Boot and Shoe Workers New England Organizing Conference. Each shoe city in turn; 1st Sun.; Charles E. Lowell, Pres., 75 W. Bartlett St., Brockton; Peter Casey, S. T., Box 77, Randolph.

Bricklayers, Masons, and Plasterers, Massachusetts State Conference of. New Bedford; 2d Mon. in Mar., 1913; Michael O'Brien, S., 293 Hampshire St., Lawrence; Tel. 2967; D. J. Mahoney, B. A., 61 Lexington St., Waltham.

Carpenters and Joiners, Massachusetts State Council, United Brotherhood of. Springfield; Feb. 17-20, 1913; John Hanigan, Pres., 20 Madison St., Worcester; Peter Provost, Jr., S., 75 Bond St., Holyoke.

Carpenters, Berkshire County District Council of. Pittsfield, or as voted; 4th Sun.; S. H. Crum, S. T., 291 Ashland St., N. Adams.

Carpenters District Council (N. E. Steam Railroads). 724 Washington St., Boston; last Sun.; Arthur W. Walker, Pres. and B. A., 170 Pleasant St., Norwood; S. Cormack, S., 11 Hubbard St., Hyde Park.

Carpenters District Council of Middlesex County. S. of V. Hall, Stoneham; 2d and 4th Fri.; J. G. Cogill, B. A., 27 Glen Ct., Malden; Tel. Malden, 1128 W.

Carpenters District Council of Newton, Waltham, Natick, Needham, and Vicinity. 251 Washington St., Newton; 2d and 4th Thurs.; Tel. 1682 M; L. H. Johnson, S., 3 Cook St., Newton Highlands; George Clews, B. A., 15 Western Av., Natick.

Carpenters District Council of Norfolk County. Carpenters Hall, Dedham; 1st Fri.; George N. Brooks, Pres., 869 Washington St., Norwood; F. L. Rhoads, S., Walpole.

Carpenters District Council of the South Shore. Carpenters Hall, Hingham; 1st and 3d Thurs.; F. L. Corthell, S., Box 35, Hingham Centre; L. W. Beedle, B. A., 208 Allen St., E. Braintree.

Carpenters, North Bristol District Council of. Masonic Bldg., Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., Sharon.

Carpenters Northern Massachusetts District Council (Fitchburg, Leominster, and Gardner). 234 Main St., Fitchburg; 2d and 4th Tues.; J. O. Keefe, Pres., 2 Munroe St., Fitchburg; Charles F. Dibble, Jr., S., 54 Day St., Fitchburg.

Carpenters, North Shore District Council of. 71 Washington St., Salem; 1st Tues.; Rufus P. Harlow, S., 26 Union Ct., Lynn; Wm. Swanson, B. A., 4 Central St., Salem.

Carpenters of Eastern Massachusetts, Grand Council of. 30 Hanover St., Boston; 3d Fri.; E. G. Walker, S., 8 Gifford St., Salem.

Carpenters, Southeastern Massachusetts District Convention. Masonic Bldg., New Bedford; 2d Sun.; Geo. F. Curry, S., 19 Columbia Rd., New Bedford.

DIRECTORY OF LABOR ORGANIZATIONS.

State, District, and Trades Councils.

Electrical Workers, New England District Council of. 987 Washington St., Boston; Tel. Trem. 440; 2d Sun.; John T. Fennell, S., 65 Neponset Av., Dor.; S. J. Murphy, B. A., 49 Clarkson St., Dor.

Engineers, Amalgamated Society of: Eastern District Committee. 987 Washington St., Boston; monthly; John E. Nolan, Pres., 44 Grampian Way, Dor.; William E. Bell, S. and B. A.

Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch. Providence, R. I.; 3d Sun. in Jan., 1914; John J. Griffin, S. T., 70 Adams St., Lynn.

Knights of Labor: District Assembly No. 30 (Incorporated). 228 Tremont St., Boston; Tel. Ox. 3797; 2d and 4th Tues.; P. J. McCarthy, Dist. S. T.; Thomas H. Canning, Dist. M. W.

Knights of Labor: District Assembly No. 30 (Original). 376 W. Broadway, S. B.; 1st Sun. after 15th, Jan., Apr., July, and Oct.; Patrick Croake, Pres.; Michael O'Meara, 256 Webster St., E. Boston.

Label Conference, New England (Cigar Makers). Convention meets bi-annually; next meeting at New Britain, Ct., Apr. 3, 1913; business office, 39 Portland St., Boston; Tel. Medford 773 M; William Standcumbe, Pres., 87 Winthrop St., Medford.

Lasters Federation of Southeastern Massachusetts (B. & S. W.). Last Sun.; Royal F. Dano, S., 28 Grove St., Brockton.

Lathers, Massachusetts State Council of Wood, Wire, and Metal. 987 Washington St., Boston; last Sun., Jan., Apr., May, June, July, and Oct.; Edward N. Kelley, S. T., 32 Merriam St., Som.; Tel. 2558 W.

Legal Protective Federation. Room 527, 6 Beacon St., Boston; Henry Sterling, Pres., 81 Bristol Road, W. Som.; Henry Abrahams, S., 11 Appleton St., Boston; E. Homer Marks, T. and Mgr.

Loomfixers Protective Alliance. Fall River, July, 1913; business office, 370 Bedford St.; Tel. 1580; Thomas Taylor, S.

Machinists: District Lodge No. 19, International Association of (Mass., R. I., and N. H.). Boston; quarterly; T. F. Buckley, S., 98 Weybossett St., Providence, R. I.; R. L. Hall, B. A., 7 Dwight St., Boston; Horace W. Churchill, B. A., 82 Pearson Av., Som.

Machinists: District Lodge No. 42, International Association of (B. & M. R.R.). Boston; Jan.; A. A. Farnsworth, S. T., 60 Davis St., Keene, N. H.

Machinists: District Lodge No. 43, International Association of. Boston; 1st Sat. in Feb., May, Aug., and Nov.; W. Sederquest, Pres., 7 Grant St., Dor.; John C. Ready, S. T., 51 Orchard St., New Haven, Ct.

Metal Polishers, Buffers, Platers, Brass and Silver Workers International Union: New England District Council No. 2. By appointment; Charles R. Atherton, Gen. S., Neave Bldg., Cincinnati, Ohio.

Molders Unions, International, New England Conference Board of. Worcester, May 2, 3, and 4, 1913; Charles E. Anderson, S., 21 Lundberg St., Lowell; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood; Frank J. McGee, B. A., 82 Birch St., Worcester.

Painters, Decorators, and Paperhangers: Berkshire District Council No. 32. By appointment; last Sun.; Joseph A. McDonough, S. and B. A., 19 Atwood Av., Pittsfield; Tel. 1259-11.

Painters, Decorators, and Paperhangers, Connecticut Valley Conference of. Successively with each affiliated local; 3d Sun.; F. W. Wenzel, S. T., 86 Congress Av., Holyoke.

Painters, Decorators, and Paperhangers, Massachusetts State Conference of. By appointment; 2d Sun. in Jan. and July; A. D. Wingate, Pres., 8 Henry St., Haverhill; P. H. Triggs, S., 218 Walnut St., Springfield.

Painters, Decorators, and Paperhangers, Worcester County Conference of. By appointment; 1st Sun.; James E. Heffron, S. T., 20 Madison St., Worcester; Tel. Park 6821.

Painters, Decorators, and Paperhangers, Massachusetts North Shore District Conference of. 71 Washington St., Salem; Tues.; D. R. Jones, S., 9 Federal St., Salem.

Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers, Massachusetts State Association of the United Association. Semi-annual conventions; last Sun., Jan. and July; Joseph P. Curry, Pres., 447 Summer St., Lynn; F. D. McCarthy, S. T., 16 Harris St., Malden.

Retail Clerks International Protective Association: New England District Organization No. 2. 694 Washington St., Boston; 2d Mon. in Jan.; Frank J. Kiernan, S., 427A Saratoga St., E. Boston.

Sheet Metal Workers, Massachusetts District Council of. By appointment; quarterly; Edward F. X. McCarthy, S. T., 46 Sharon St., Boston.

Stationary Firemen, International Brotherhood of: State District Union No. 1. By appointment; 3d Mon. in July; Patrick Fitzmaurice, Pres., 139 Grove St., Brockton; Thomas H. Dow, S. T., 84 Shirley St., Roxbury; Tel. Trem. 298 W.

Steam Engineers, State Branch of. 665 Washington St.; last Sun.; Thomas B. Constant, Pres., 577 Washington St., Boston; Albra W. Hersome, S., Wamesit, Mass.

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Steam, Hot Water and Power Pipe Fitters and Helpers, International Association of, New England Branch of. By appointment; 1st Sun. in Apr. and Oct.; Edward S. Logan, S., 49 Freeland St., Worcester.

Typographical Union, New England. By appointment; 1st Mon. in June; Edward M. Martin, Pres., 308 Belgrade Av., Roslindale; John F. Murphy, S. T., Box 712, Providence, R. I.

RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

Car Workers: Boston and Maine System Council. Hotel Haymarket, Boston; 2d Sun.; T. H. Condon, Pres. and B. A., 67½ Essex St., Salem; W. H. Bean, S. T., 44 Broadway, Concord, N. H.

Car Workers, International Association of: Eastern Federation of. Hotel Haymarket, Boston; 2d Sun. of each quarter; T. H. Condon, Pres., 67½ Essex St., Salem; P. J. English, S. T., 75 Leete St., West Haven, Conn.

Car Workers, New York, New Haven, and Hartford System Council. New Haven, Ct.; 2d Sun., alt. month; P. J. English, Pres. and B. A., 75 Leete St., West Haven, Ct.; Bernard Miller, S. T., 3076 Park Av., New York, N. Y.

Car Workers Trades Council of the New York, New Haven, and Hartford System. Commercial House, New Haven, Ct.; 1st Sat. in Jan., special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., West Haven, Ct.

Eastern Chairmen's Association (Order of Railway Conductors and Brotherhood of Railroad Trainmen). 3d Tues. in Oct.; C. M. Holiday, S. T., 100 Coleridge Av., Syracuse, N. Y.

Federated Trades, Council of (N. Y., N. H. & H. R.R.). New Haven, Ct., and Boston, Mass., alternately, on call of Chairman and Sec.; Richard Greenwood, S. T., 31 Woodlawn Av., Mat.

Locomotive Engineers: General Committee of Adjustment (B. & A. R.R.). Odd Fellow Hall, Allston; 2d and 4th Sun.; F. J. Otterson, Ch., 49 Prairie Av., Auburndale; C. A. Snow, S., 10 Wardsworth St., Allston.

Locomotive Engineers: General Committee of Adjustment (B. & M. R.R.). 164 Canal St., Boston; Tel. Hay. 22045; 2d and 4th Sun.; C. K. Mitchell, Gen. Ch., 5 Benton St., Stoneham; C. B. Galleher, S., Box 707, Windsor, Vt.

Locomotive Engineers: General Committee of Adjustment (N. Y., N. H. & H. R.R.). Business office, R. 18, Poli Bldg., New Haven, Ct.; Tel. 1443-6; at call of Gen.

Ch.; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 8 Webster St., Taunton.

Locomotive Engineers: Massachusetts State Legislative Board. Boston; annually, or at call of Ch.; H. H. Wilson, Ch., 82 Bailey St., Lawrence; Theodore B. Wardwell, S. T., 11½ Hammond St., Worcester.

Maintenance of Way Employees, Joint Protective Board of (B. & M. System). Crawford House, Boston; at call of Gen. Ch.; R. H. Crawford, Pres. and B. A., Box 62, Melrose, N. Y.; F. J. Harvey, Treas., 3 Park St., Amesbury.

Railroad Station Employees, Brotherhood of: General Board of Adjustment and Arbitration (B. & M. R.R.). Quincy House, Boston; at call of Ch.; P. J. Coyle, Gen. Ch., 23 Knowlton St., Somerville; Hiram Leet, S., 50 C St., Lowell.

Railroad Telegraphers, New England Council of.
Railroad Trainmen: General Grievance Committee, Boston and Maine Railroad. Business office, 701 Winthrop Bldg., Boston; Tel. Fort Hill 1917; T. E. Donovan, Gen. Ch.; J. P. MacArdle, S., 5 North Ter., Worcester.

Railroad Trainmen: General Grievance Committee, Boston and Albany Railroad. C. F. Barney, S., 380 Broadway, Rensselaer, N. Y.

Railroad Trainmen: General Grievance Committee, Boston, Revere Beach, and Lynn Railroad. Elbridge F. Smith, Ch., 240 Bowdoin St., Winthrop.

Railroad Trainmen: General Grievance Committee, Central Vermont Railroad. L. Moore, S., 18 Hoyt St., St. Albans, Vt.

Railroad Trainmen: General Grievance Committee, New York, New Haven, and Hartford Railroad. J. W. Fridenburg, S., 39 Prout St., New Haven, Ct.

Railroad Trainmen: State Legislative Board. By appointment; W. L. McMenimen, Pres., 115 Church St., Ware; Alfred W. Lindsay, S., 9 Bagnall St., Allston.

Railway Clerks, Brotherhood of: Boston and Maine System Board of Adjustment. Quincy House, Boston; on call of Exec. Com.; A. R. Smith, Ch., 109 Rockingham St., Bellows Falls, Vt.; J. L. Johnson, S. T., 14 Stevens St., Lawrence.

Railway Clerks, Brotherhood of: Eastern Federation of the Boards of. H. L. Plummer, S., 303 Brackett St., Portland, Me.

Railway Conductors: Adjustment Committee (N. Y., N. H. & H. R.R.). New Haven, Ct., and Boston, Mass.; on call of Ch.; C. W. Merrill, S., 29 Evergreen St., Roxbury.

Railway Conductors: General Adjustment Committee (B. & A. R.R.). Albert W. Edmonds, Gen. S., 38 Eddy St., W. Newton.

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Railway Conductors: General Board of Adjustment (B. & M. R.R.). Quincy House, Boston; bi-annually, even years; 1st week in Jan.; T. J. Halloran, Ch.; Carl E. Taylor, S., Woodsville, N. H.

Street Railway Employees: Joint Conference of

Bay State. 724 Washington St., Boston; 1st Mon. in Jan., Apr., July, and Oct.; Alexander Smyth, S. T., 121 Haven St., Reading; William French, Pres. and B. A., 28 Deer Park, W. Lynn.

III. CENTRAL LABOR UNIONS AND COUNCILS.

The following list includes those local delegate organizations, such as central labor unions and trades councils, which are purely representative bodies composed of delegates from their respective affiliated local unions. In every case where the information could be obtained the following facts are given for each organization: Name of organization, business office, and telephone number, place of meeting, time of meeting, name and address of secretary and of business agent. Where no special address is given for either secretary or business agent he may be addressed at the place of meeting. When the hall and location were returned as the place of meeting, the street and number only have been recorded.

Athol.

Central Labor Union. C. L. U. Hall, Exchange St.; 1st and 3d Tues.; Eugene W. Sargent, S., 18 Prospect St.

BOSTON.

(For abbreviations under Boston, see Local Organizations — Boston.)

Allied Printing Trades Council. 606 Old South Bldg.; Tel. Fort Hill 1509; 1st Mon.; Joseph J. Dallas, Pres.; Daniel J. McDonald, S. and B. A.

Bakers Unions, Joint Executive Board of. 1125 Washington St.; Tel. Trem. 2313 R; Thurs.; Ernest Lenz, S., 9 Brook Av., Rox.

Bartenders and Hotel and Restaurant Employees, Joint Executive Board of. Business office, 1160 Washington St.; Tel. Trem. 928 R; 183 Court St.; 2d and 4th Fri.; John J. Kearney, S. T., 1160 Washington St.

Blacksmiths District Council No. 33 (Boston and Vicinity). 45 Eliot St.; Edward J. Ryan, S. T.; George M. Guntner, B. A.

Brewery Workers Joint Local Executive Board. 1117 Columbus Av., Rox.; Tel. Rox. 1078; 1st and 3d Wed.; Edmond F. Ward, Ch.

Bricklayers, Masons, and Plasterers, Joint Executive Committee of (Boston and Vicinity). 1091 Washington St.; Tel. Trem. 197; 2d and 4th Tues.; Michael W. Collins, S., 15 Santuit St., Dor.

Building Trades Council. Business office, 386 Harrison Av.; Tel. Trem. 491; 2d and 4th Fri.; Austin Fales, Pres.; John C. McDonald, S.; Arthur M. Huddell, S. T.

Carpenters and Joiners of Boston and Vicinity: Amalgamated District Council. Business office, 386 Harrison Av.; Tel. Trem. 491; 164 Hanover St.; Mon.; Charles A. Murray, S., 81 Westminster Av., Arlington; John Stewart, B. A., and Charles Neil, B. A., 386 Harrison Av.

Carpenters District Council of Boston and Vicinity (United Brotherhood). 30 Hanover St.; Tel. Hay. 1365; 1st and 3d Thurs.; William H. Walsh, Pres., 178 Washington St., Brookline; Daniel H. Deegon, S.; A. J. Howlett, B. A.

Central Labor Union. Business office, 11 Appleton St.; Tel. Trem. 612; 987 Washing-

ton St.; 1st and 3d Sun.; James T. Moriarty, Pres., 9 Appleton St.; Henry Abrahams, S., 11 Appleton St.; Tel. Trem. 612; G. Harry Dunderdale, Asst. S., 8 Kneeland St.

City Employees Unions, Joint Council of. Business office, 307 A Warren St.; 1208 Tremont St.; 3d Wed.; M. F. O'Brien, R. S., 307 A Warren St., Rox.

Freight Handlers, Joint Council of Railroad. On call; John R. Dalton, Pres., 148 Third St., S. B.

Furniture Trades Council. 30 Hanover St.; Tel. Hay. 1365; 2d Fri.; Edwin E. Graves, S.

Garment Workers District Council No. 9. 724 Washington St.; Tel. Ox. 22357; 1st and 3d Wed.; S. Wolk, S. T.

Garment Workers Unions, Ladies: Joint Local Executive Board. 31 N. Russell St.; Tel. Hay. 2691 R; Thurs.; William Richmond, S., 39 Middlesex St.; Benjamin Horn, B. A., 238 Cambridge St.

Garment Workers Joint Executive Board (Locals 1 and 225). 2 Lathrop Pl.; Tel. Rich. 1848; Giacomo Cincotti, S., 15 Charter St.

Hatters Unions, Joint Executive Board of. 95 Sydney St.; on call; Charles Morris, N. E. Rep., 15 Warrenton St.; John Schafer, S., 95 Sydney St.

Longshoremen's District Council. Roughan Hall, City Sq., Chasn.; 1st Sun.; George W. Brady, S. T., 24 Harris St.

Metal Trades Council of Boston and Vicinity. 694 Washington St.; 2d and 4th Mon.; E. C. Betterley, Pres., 19 Harvard Pl.; Thomas McCabe, S., 276 Eustis St., Rox.

Metal Trades Department: Charlestown Council (Navy Yard). 66 Main St., Chasn.; 2d and 4th Wed.; Thomas J. Savage, Pres., 1 Herbert St., Everett; Walter H. Brown, S., 1079 Boylston St.

Painters, Decorators, and Paperhangers District Council No. 41 of Boston. 42 Pleasant St.; Tel. Trem. 259; Thurs.; Edward A. Fitzgerald, S. T., 66 Calumet St., Rox., Tel. Brookline 994; John F. Welch, B. A., 89 E. Brookline St.; J. A. Boudrot, B. A., 65 Warwick St., Rox.

Plumbers, Gas Fitters, Steam Fitters, and Steam

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Central Labor Unions and Councils.

Fitters' Helpers: District Council of Boston and Vicinity. 724 Washington St.; 1st Sat.; Austin Fales, Pres., 386 Harrison Av.; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

Teamsters, Joint Council of. Business office, 31 Thacher St.; Tel. Rich. 1951 M; 995 Washington St.; 2d and 4th Wed.; Joseph Hunt, Pres.; Nathaniel J. Lannan, S., 40 Moseley St., Dor.

Union Label Section: Boston C. L. U. 987 Washington St.; 1st and 3d Fri.; Austin P. Kaveney, S.

Upholsterers District Council. 30 Hanover St.; 1st and 2d Tues.; Edwin E. Graves, S. and B. A.

Women's Trade Union League. 7 Warrenton St.; Tel. Ox. 682; 2d Wed.; Miss Mabel Gillespie, Exec. S.

Bridgewater.

Central Labor Union. Elwell Blk.; 1st Thurs.; Fred Bigelow, S.; James Murphy, B. A., Box 142.

BROCKTON.

Allied Printing Trades Council. Business office, 16 Joslyns Ct.; Tel. 281; 3d Thurs.; W. W. Adams, S. T.

Building Trades Council. Business office, 113 Huntington St.; Tel. 3460; 126 Main St., Room 26; Fri.; George L. Nickerson, S., 113 Huntington St.

Central Labor Union. 57 Centre St.; 2d and 4th Wed.; George E. Minzey, S., 12 Harvard St.

Joint Shoe Council No. 1 (B. & S. W.). Business office, 29 Park St.; Tel. Brockton 2818; 57 Centre St.; 1st and 3d Wed.; Michael J. Cohan, S. and B. A.

Teamsters No. 17 of Brockton, Joint Council of. Arcade Bldg.; 4th Tues.; John F. Gardner, S., 1011 Warren Av.

CAMBRIDGE.

Central Labor Union. 631 Massachusetts Av.; 1st and 3d Thurs.; Michael D. Collins, S., 2024 A Massachusetts Av.

CHELSEA.

Central Labor Union. 220 Broadway; Tel. Chelsea 454-4; 2d and 4th Thurs.; Joseph Z. Greenman, S., 6 Ellsworth St.

CHICOPEE.

Central Labor Union. Chicopee P. O. Bldg.; 3d Sun.; J. F. Murphy, S., 18 Main St.

FALL RIVER.

Carpenters District Council. Business office, 16 Hartwell St.; Talbot Blk.; Fri.; Richard B. Quigley, S., 284 Fountain St.; Alphonse Paraseau, B. A.

Central Labor Union. Spinners Hall; Tel. 1654; 1st and 3d Thurs.; John W. Lambert, S., 64 Tecumseh St.; William Acton, B. A., 173 Mott St.

Textile Council. Business office, 370 Bedford St.; Tel. Bell 1580; 138 Pleasant St.; 3d Wed.; Thomas Taylor, S. and B. A.

FITCHBURG.

Central Labor Union. F. A. C. Bldg., Wallace Av.; 1st and 3d Wed.; Patrick J. Conry, S., 31 Ward St.

Framingham.

Central Labor Union. Foresters Hall; 1st and 3d Wed.; W. E. Cotter, S. and B. A., 12 D St.

GLOUCESTER.

Central Labor Union. Business office, 14 Short St.; Teamsters Hall; 2d and 4th Mon.; J. Lewis Urquhart, R. S. and B. A., 14 Short St.

HAVERHILL.

Central Labor Union. 2 Gilman Pl.; Tel. 1433; 2d and 4th Mon.; John MacDougall, S., 2 Gilman Pl.

Joint Shoe Council No. 2 (B. & S. W.). 2 Gilman Pl.; Tel. 2399; Fri.; Warren F. Goldthwaite, S. T.

Shoe Workers Protective (Central Council). 163 Merrimack St.; Tel. 2315; 2d and 4th Fri. during Summer, 2d and 4th Sat. during Winter; S. J. Pothier, S.; J. F. Bowen, B. A.

HOLYOKE.

Bakers Joint Executive Board. (See Springfield.)

Building Trades Council. 437 High St.; Tel. 705; Fri.; P. Provost, Jr., S., 75 Bond St.; John Cronin, B. A., 851 Main St.

Carpenters District Council of Holyoke and Vicinity. 437 High St.; Tel. 705; 1st and 3d Wed.; George Lane, S., 38 Essex St.; John Cronin, B. A.

Central Labor Union. 437 High St.; Tel. 826 Y; 2d and 4th Sun.; J. P. Bleasius, C. S., 34 Hitchcock St.

LAWRENCE.

Allied Printing Trades Council. By appointment; 2d Fri. of Jan., Apr., July, and Oct.; Robert S. Maloney, Pres., Lawrence St.; Thomas Hay, S. T., 68 Newbury St.

Building Trades Council. 184 Broadway; Tel. 2713; 2d and 4th Wed.; G. W. Ramsden, S., 2 Willow St.

Carpenters District Council. 253 Lowell St.; Tel. 2713; 1st and 3d Tues.; Joseph Labelle, S., 1 Cottage Pl.; Alexander B. Grady, B. A.

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Central Labor Unions and Councils.

Central Labor Union. 184 Broadway; Tel. 2970; 2d Wed. and 4th Sun.; J. J. Cronin, Pres., 80 Spruce St.; Rudolph E. Bernard, S., 391 Lowell St.

LOWELL.

Allied Printing Trades Council. Runels Bldg., Merrimack Sq.; 2d Fri.; W. H. Kennedy, S., 9 Oxford St.

Building Trades Council. Runels Bldg., Merrimack Sq.; Tel. 2403; 1st and 3d Sun.; Joseph A. Pion, S., 174 Ennell St.

Carpenters District Council. Runels Bldg., Merrimack Sq.; Tel. 2403; 2d and 4th Thurs.; B. B. Golden, S., 29 Fulton St.; M. A. Lee, B. A., 48 Fourth St.

Textile Council. 32 Middle St.; on call of Ch.; Joseph F. Ashton, S., Box 962.

Trades and Labor Council. 32 Middle St.; 1st and 3d Thurs.; Charles E. Anderson, S., 21 Lundberg St.

LYNN.

Building Trades Department of Lynn. 62 Munroe St.; Tel. 2175; 1st and 3d Fri.; Leonard G. Newman, S.; Neil McDonald, B. A.

Carpenters District Council. 62 Munroe St.; 1st and 3d Tues.; Leonard G. Newman, S., 55 Prospect St.; A. W. Clark, B. A., 86 Grant St.

Central Labor Union. Donoghue Bldg., Munroe St. and Central Av.; 2d and 4th Sun.; William A. Nealey, Pres., 35 Munroe St.; Leonard G. Newman, S. T., 55 Prospect St.

Joint Shoe Council No. 1 (U. S. W.). 10 Central Sq.; Tel. 3675; 2d and 4th Fri.; Miss A. McCormack, S.; Thomas H. McAuliffe, B. A., 34 Andrew St.

Joint Shoe Council No. 4 (B. & S. W.). 61 Exchange St.; Tel. 251; 1st Fri.; Harlan P. Chesley, S., 35 Reservoir Rd.; John D. Dullea, B. A.

MALDEN.

Central Labor Union. 56 Pleasant St.; 2d and 4th Thurs.; J. J. Mahoney, S., 68 Russell St.

Middleborough.

Central Labor Union. Robinson's Hall; 2d Wed.; L. D. Churbuck, S., 2 High St.

Milford.

Central Labor Union. 101 Main St.; 2d and 4th Wed.; Joseph Jiska, S., Main St.

Natick.

Central Labor Union. Winch Blk., Main St.; Fri.; E. H. Pratt, S., 6 Harvard St.

NEW BEDFORD.

Building Trades Council. 193 Union St.; 1st and 3d Fri.; Albert Pailthorpe, Pres., 584 Cottage St.; C. J. Johnson, S., 119 Park St.

Carpenters District Council. 39 Masonic Bldg.; Tel. 398-4; Thurs.; D. A. Houle, S., 150 Tallman St.; William Nelson, B. A., 728 Kempton St.

Central Labor Union. 138 Pleasant St.; Tel. Aut. 1497; 2d and 4th Fri.; John J. Chadwick, Pres., 60 Rockland St.; Henry S. Davis, S., 135 Thompson St.

Textile Council. Business office, 50½ Pleasant St.; 62½ Purchase St.; 2d Mon.; John Hobin, Pres., 366 Pleasant St.; Walter Ellinson, R. S. and B. A., 58 Bonney St.

NORTH ADAMS.

Central Labor Union. Dowling Blk., Main St.; 26 Hall St.; Tel. 397 X; 2d and 4th Thurs.; Charles J. Hager, S., 26 Hall St.; E. R. Stein, B. A., 15 Highland Av.

Joint Shoe Council No. 21. Dowling Blk., Main St.; 26 Hall St.; Tel. 397 X; Charles J. Hager, S. T., 26 Hall St.

NORTHAMPTON.

Central Labor Union. Pleasant St.; Philip Benjamin, S. T., Box 34.

Norwood.

Central Labor Union (Norfolk County). Grants Hall, Norwood; Carl P. Hauck, S., 8 Quincy Av.

PITTSFIELD.

Allied Printing Trades Council. Bartenders Union Rooms, North St.; 1st Mon.; Joseph L. Fitzgerald, S., 32 Myrtle St.

Building Trades Council. 311 North St.; 1st and 3d Wed.; Joseph A. McDonough, S., 21 Atwood Av.

Central Labor Union. 19 Fenn St.; 2d and 4th Mon.; B. P. Powell, S., 53 Chickering St.

Plymouth.

Central Labor Union. Leon D. Badger, S., 2 Lewis St.

QUINCY.

Building Trades Council. Johnson Blk.; 2d and 4th Fri.; Fred B. Lord, S., 16 Wibird St.; Charles W. Hanscom, Pres. and B. A., 124 Upland Road.

Central Labor Union. 1382 Hancock St.; 2d and 4th Thurs.; John A. Harland, S., 12 Roberts St.; Charles W. Hanscom, B. A., 124 Upland Road.

DIRECTORY OF LABOR ORGANIZATIONS.

Central Labor Unions and Councils.

Metal Trades Council. Business office, R. 8, Johnson Bldg.; 1545 Hancock St.; 1st and 3d Fri.; William M. Nelson, S., 175 Billings Road; Charles W. Hanscom, B. A., 124 Upland Road.

Rockland.

Central Labor Union. B. & S. W. Hall, Union St.; 1st and 3d Mon.; Herbert N. Pratt, R. S., 14 Cliff St.

SALEM.

Building Trades Council, North Shore. 71 Washington St.; 2d and 4th Fri.; Rufus P. Harlow, S.; J. C. Hemeon, B. A.; Clarence H. Moore, B. A.

Central Labor Union. 71 Washington St.; 1st Sun. and 3d Mon.; E. G. Walker, Pres., 8 Gifford Ct.; Marcus Shea, S., 119 Mason St.

SOMERVILLE.

Central Labor Union. Hill Bldg., Union Sq.; 1st and 3d Fri.; A. J. Quessy, S., 36 Trull St.

Southbridge.

Central Labor Union. Louis N. Langevin, Pres., Marcy St. Extension.

SPRINGFIELD.

Allied Printing Trades Council. Business office, 190 Bowdoin St.; Tel. 1467-1; 19 Sanford St.; 3d Sun.; Howard G. Mendon, S., 190 Bowdoin St.

Bakers Joint Executive Board (Springfield, Holyoke, and Westfield). Business office, 19 Sanford St., Springfield; meets at 19 Sanford St., Springfield; 439 High St., Holyoke; 112 Elm St., Westfield; 1st and 3d Sat.; T. C. Kirk, Pres., 85 Lebanon St.; Robert Philip, S., Sargent St.

Building Trades Section: Building Trades Department, A. F. of L. 19 Sanford St.; Tel. 1435; 1st and 3d Tues.; M. Joseph Scanlan, S. T., 14 Lyndale St.

Carpenters District Council of Springfield and Vicinity. 19 Sanford St.; Tel. 1435; Mon.; George L. Hayes, S., 64 Alderman St.; W. J. LaFrancis, B. A., 6 Geraldine Ct.; Thomas McCarroll, B. A., 89 Armory St.

Central Labor Union. 19 Sanford St.; Tel. 1435; 1st Sun. and 3d Wed.; D. E. McCarthy, S., 583 Union St.

Union Label Council. 19 Sanford St.; 1st and 3d Tues.; Lester I. Dygert, S., 27 Reed St.

TAUNTON.

Central Labor Union. 19 Broadway; 1st and 3d Tues.; Thomas Menzies, S., 106 Summer St.

Westfield.

Bakers Joint Executive Board. (See Springfield.)

Central Labor Union. 112 Elm St.; 4th Thurs.; Michael J. Ferriter, S., 16 Dubois St.

Whitman.

Joint Shoe Council No. 11. 5 Jenkins Blk.; 1st and 3d Wed.; Charles E. Lowell, S. T., Box 834, Sta. A.

WORCESTER.

Allied Printing Trades Council. 566 Main St.; Tel. 1609 M; 3d Sun.; G. W. Condon, S. T., Box 895.

Building Trades Council. 419 Main St.; Tel. Park 7549 M; 2d and 4th Wed.; George H. Miller, S., 63 King St.

Carpenters District Council. 20 Madison St.; Tel. Park 6821; Mon.; John J. Reidy, S., 30 Ames St.; John Hanigan, B. A.

Central Labor Union. 20 Madison St.; Tel. Park 6821; 1st and 3d Wed.; George H. Miller, S., Box 485.

Metal Trades Council. Business office, 12 Kilby St.; Tel. Park 8435 J; 98 Front St.; 4th Fri.; John C. Kear, S., 12 Kilby St.

IV. LOCAL TRADE UNIONS.

The following presentation gives the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor body. The names of the central labor unions and councils are given in Division III. of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name or address of some other officer authorized to conduct correspondence for the local. Where a special address is not given for a business agent or secretary, he may be addressed at the place of meeting.

Abington.

Boot and Shoe Workers No. 371 (Mixed).
Cleverly Hall, N. Abington; 1st and 3d
Thurs.; William P. Mackey, S. and B. A.,
Box 205, N. Abington.

Adams.

Barbers No. 250. 15 Park St.; Thurs.; James
Irwin, S., Barrett Hotel; W. J. Lacy, B. A.
Bartenders No. 291. Greylock Blk.; 1st Sun.;
James Kiley, S., Greylock House.
Beamers and Tapers No. 576. Caledonian Hall;
last Tues.; Richard E. Adam, S., 6 Up-
ton St.
Carpenters No. 395. Over Greylock Bank;
Tues.; Archie Baker, S., 26 John St.
Loomfixers No. 182. Loomfixers Hall, Spring
St.; 1st and 3d Fri.; W. B. Miner, S.,
1 School St.; John Royal, B. A., Rich-
mond St.
Mule Spinners (Cotton). Collins Bldg.; 2d
Tues.; Henry Reid, S., 16 Richmond St.
Weavers No. 4 (Polish). Polish Weavers Hall;
1st Tues.; Charles S. Krol, S., 15 Hilbert
St.
Weavers No. 573 (Renfrew Mills). Caledonian
Hall; Columbia St.; 2d Thurs.; William
Golden, S., 6 Fredericks Lane.

Amesbury.

Hat Finishers Association No. 3, U. S. Wool.
K. of C. Hall, Friend St.; 1st Wed.; John
J. Flanagan, S. T., 96 Aubin St.
Metal Polishers, Buffers, and Platers No. 47.
Army and Navy Hall, Elm St.; 1st and
3d Fri.; Edward W. Hildreth, S. T., 6
Dondero Ct.

Amherst.

Carpenters No. 1503. K. of C. Hall; 2d and
4th Fri.; E. A. Parents, S., Box 705;
Percy E. Reid, B. A., 30 Cottage St.

Andover.

Carpenters No. 1298. K. of P. Hall, Andover
Sq.; 1st and 3d Wed.; Roscoe K. Cole, S.,
115 Elm St.
Tailors No. 403. W. B. Banfield, S., 234 Essex
St.

Ashburnham.

Metal Polishers No. 74. 89 Main St.; 1st Wed.;
Homer L. Fortier, S., Ashburnham, Mass.

Arlington.

Carpenters No. 831. Crescent Hall; 1st and 3d
Wed.; W. C. Balser, S., 205 Forest St.;
John G. Cogill, B. A., 3 Glen Ct., Malden.

Athol.

Barbers No. 623. 39 Exchange St.; last Tues.;
John L. Moushure, S. and B. A.
Bartenders No. 87. 39 Exchange St.; 1st Sun.;
Otto Lang, S., 489 Exchange St.
Bricklayers, Masons, and Plasterers No. 56.
39 Exchange St.; 1st and 3d Thurs.;
Charles H. Smith, S., 598 Hapgood St.
Carpenters No. 1059. 39 Exchange St.; 2d
and 4th Wed.; H. D. Brock, Sta. A.
Federal Labor No. 11891. 39 Exchange St.;
2d Mon.; William A. Bonner, S., 651 Sil-
ver Lake St.
Machinists: Athol Lodge No. 750. 39 Exchange
St.; 1st and 3d Fri.; R. H. Goodwin, S.,
60 Silver Lake St.
Metal Polishers, Buffers, and Platers No. 118.
39 Exchange St.; last Mon.; Charles J.
Killay, S., 59 Highland St.
Musicians Protective No. 287. 96 Exchange
St.; 1st Sun.; F. E. Weaver, S. T., 407
Pequoig Av.
Retail Clerks No. 655. 39 Exchange St.; 2d
and 4th Tues.; Louis E. Fisette, S. T., 41
Silver Lake St.; P. J. Hayden, B. A.,
Estabrook St.
Typographical No. 687. 9 Federal St., Green-
field; 1st Sun.; James H. Russell, S. T.,
17 Oak St., Greenfield.

Attleborough.

Bricklayers, Masons, and Plasterers No. 26.
Labor Temple, Bank St.; 2d and 4th
Wed.; Charles H. Stafford, S., 276 Oak
Hill Av., R. F. D. No. 4.
Carpenters No. 1464. Smith and Dexter Blk.;
Tues.; John R. Tingley, S., 72 Pleasant
St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Painters, Decorators, and Paperhangers No. 451. Labor Temple, Bank St.; Fri.; Charles E. Whittaker, S., Park St.
Plumbers and Steamfitters No. 239. Briggs Blk.; 2d and 4th Mon.; John D. Heap, S., 80 Mulberry St.

Auburn.

Brussels Workers (Ettrick Mills). 274 Main St., Worcester; last Fri.; Charles Stange, S., Auburn.

Ayer.

Car Workers: Ayer Lodge No. 134. G. A. R. Hall; last Fri.; John B. Washburn, S., Box 42.

Barre.

Industrial Workers No. 200 (South Barre). Ettore Gerundo, S., Box 63.
Wool Sorters No. 4 (South Barre). Barre Plains; 2d Fri.; J. W. Simms, S., S. Barre.

BEVERLY.

Bricklayers, Masons, and Plasterers No. 40. Lasters Hall, Railroad Av. and Cabot St.; 1st and 3d Tues.; Geo. H. Hurd, S. and B. A., 12 Giddings Av.
Carpenters No. 878. 141 Cabot St.; Fri.; A. W. Dodge, S., Box 248.
Electrical Workers No. 259. Weber Blk., Cabot St.; 2d and 4th Wed.; James A. Robinson, S., 73 Highland Av., Salem; Joseph C. Hemeon, B. A., and Clarence H. Moore, B. A., 71 Washington St., Salem.
Lasters No. 12 (U. S. W.). Lasters Hall, Railroad Av. and Cabot St.; 1st Fri.; Edward Shaw, S., 11 Holmes St.; P. J. Buckley, B. A., 145 Essex St., Salem.
Painters, Decorators, and Paperhangers No. 333. Burnham Hall, Cabot St.; Thurs.; Lewis W. McRae, S., Box 277; Joseph C. Hemeon, B. A., and Clarence H. Moore, B. A., 71 Washington St., Salem.
Plumbers No. 138. 141 Cabot St.; Tues.; Albert F. Teague, S., 6 Walnut St.
Shoe Workers Protective Union No. 6 (Turn Workmen). Socialist Hall; Fri.; S. J. Pothier, S. T., 163 Merrimack St., Haverhill; J. F. Bowen, B. A., 163 Merrimack St., Haverhill.
Stockfitters No. 29 (U. S. W.). (See Salem.)

BOSTON.¹

Actors, White Rats. Organization rooms, 708 Pelham Bldg.; Tues.; Bert A. Spears, S. in charge.
Ambulance Drivers. (See *Teamsters No. 58.*)
Art Glass Workers. (See *Glass Workers No. 28.*)
Artificial Stone. (See *Cement Workers No. 20.*)
Asbestos Workers No. 6. (See *Insulators and Asbestos Workers.*)
Auto Repair Machinists. (See *Machinists No. 632.*)
Bakers No. 7. 1125 Washington St.; Sat.; Patrick J. Treacy, S., 9 Warren St., Stoneham.
Bakers No. 45 (Hebrew). 15 Leverett St.; Fri.; J. Goldberg, S., 42 Emerald St.; J. Magerer, B. A., 79 Boylston St., Malden.
Bakers No. 124 (Roxbury). 1095 Tremont St.; 1st and 3d Sat.; Ernest Lenz, S., 74 Day St., Roxbury.
Bakers Independent Union (Inc.). 115 Leverett St.; 1st and 15th of month; Morris Potter, S., 61 Fourth St., Chelsea.
Barbers No. 182. 1125 Washington St.; 1st and 3d Tues.; Joseph J. Dwyer, S.
Barbers No. 666 (Italian). 2 Lathrop Pl.; 1st Mon.; Antonio Ruggiero, S., 121 Causeway St.
Bartenders No. 77. 183 Court St.; 2d and 4th Sun.; 2d Sun. June to September; William J. Leary, S. T.; John W. Conley, B. A.
Bath Department Employees No. 310. 987 Washington St.; Sun.; Henry H. Griffin, S., 36 Rockford St., Roxbury.
Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees). 1651 Washington St.; 2d Sun.; Bernard C. Harkins, S., 379 Shawmut Av.; Patrick Norton, M. W., Parker St., Rox.
Bill Posters and Billers No. 17. 724 Washington St.; 3d Sun.; H. Peyser, S., Colonial Theatre; John E. Lyons, B. A., 5 Weston St., Revere.
Bindery Women's Union No. 56. 606 Old South Bldg.; 3d Tues.; Anna O'Gara, S., 7 Warrenton St.
Blacksmiths: Essex Lodge No. 499. 694 Washington St.; 2d and 4th Fri.; A. R. Anderson, S., 47 Mead St., Chasn.
Blacksmith and Helpers and Iron and Steel Workers No. 10. 45 Eliot St.; Sun.; Ed. J. Ryan, S., 14A Blue Hill Av.
Blacksmiths No. 105. John J. Gillis, S., 428 Frankfort St., E. B.
Blacksmiths No. 382 (Progressive Inside Work-

¹ Abbreviations for Sections of Boston: Alls. for Allston; Br., Brighton; Chasn., Charlestown; Dor., Dorchester; E. B., East Boston; H. P., Hyde Park; J. P., Jamaica Plain; Mat. Mattapan; Nep., Neponset; Ros., Roslindale; Rox., Roxbury; S. B., South Boston; W. Rox., West Roxbury.

Abbreviations for Telephone Exchanges: Chasn. for Charlestown; Dor., Dorchester; F. H., Fort Hill; Hay., Haymarket; Jam., Jamaica; Ox., Oxford; Rich., Richmond; Rox., Roxbury; S. B., South Boston; Trem., Tremont.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- ers). Frank Tulley, Organizer, 7 Fernwood St.
- Boiler Makers: Shawmut Lodge No. 250.** 724 Washington St.; 1st and 3d Fri.; John A. Ahearn, S., 34 Ward St., S. B.
- Boiler Makers: University City Lodge No. 515.** 164 Canal St.; 1st Fri. and 3d Thurs.; Joseph Irwin, S., 36 Glendale St., Everett.
- Boiler Makers and Iron Ship Builders No. 574** (Shipfitters) (Charlestown Navy Yard) Roughan Hall, 16 City Sq., Chasn.; 1st and 3d Thurs.; M. J. Tully, S., 12 Newhall St., Dor.
- Boiler Makers No. 585** (Dorchester). E. H. Lyons, S., Lauriat Av., Dor.
- Bookbinders No. 16.** 9 Appleton St.; 1st Tues.; Geo. Hoeffner, S. T., 9 Cornwall St.; Joseph McManus, B. A., 354 Old South Bldg.
- Bookbinders No. 56.** (See *Bindery Women's Union*.)
- Bootblack's Protective Union No. 14337.** Arialto Fannini, S., 22 Thacher St.
- Boot and Shoe Workers No. 229** (Mixed) (B. & S. W.). 694 Washington St.; last Thurs.; John J. Shorten, S. T., 246 Summer St.
- Bottlers and Drivers No. 122.** 1095 Tremont St., Rox.; 2d Sun. and 4th Thurs.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.
- Brass Molders and Brass Coremakers No. 468.** 724 Washington St.; 2d and 4th Wed.; Frank Meehan, C. R., 192 Somerville Av., Somerville.
- Brewery Workmen No. 14.** 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.
- Brewery Workmen No. 29.** 1208 Tremont St., Rox.; 2d and 4th Sun.; Edmond F. Ward, S. and B. A., 1117 Columbus Av., Rox.
- Brewery Workmen No. 122.** (See *Bottlers and Drivers*.)
- Bricklayers No. 27.** 1096 Tremont St.; Tues.; Joseph Gleason, S., 97 Columbia Av.
- Bricklayers Benevolent and Protective No. 3.** 514 Tremont St.; Wed.; Joseph P. Norton, S., 1091 Washington St.; Lawrence J. Cannon, B. A., 1091 Washington St.
- Bridge and Structural Iron Workers No. 7.** (See *Housesmiths and Bridgemen*.)
- Bridge Tenders No. 12333.** 987 Washington St.; 4th Thurs.; Francis F. Morse, S. T., 16 Mystic St., Chasn.
- Building Laborers.** (See *Hod Carriers and Building Laborers*.)
- Cabinet Makers and Mill Men No. 1824.** 30 Hanover St.; Tues.; Alvin C. Michael, S., 16 Clapp Pl., Dor.; Evald Thulin, B. A.
- Cable Splicers No. 396.** 987 Washington St.; 1st and 3d Wed.; George M. Loux, S., 2 Ernst St., Rox.
- Canvas Makers No. 92** (U. G. W.). Abe Miller, S., 31 N. Russell St.
- Cap Cutters and Blockers No. 38.** 724 Washington St.; Sat.; Harry Pollay, S., 337 Webster Av., E. Cambridge.
- Car Upholsterers No. 118.** 724 Washington St.; 2d Thurs.; John Vath, S., 12 Willowwood St., Dor.; Edwin E. Graves, B. A., 30 Hanover St.
- Car Workers: Allston Lodge No. 107.** Brighton Hall, Market St., Br.; 1st Thurs.; Thomas McHugh, S., 165 W. Seventh St., S. B.
- Car Workers: Boston Lodge No. 55.** 164 Canal St.; 1st and 3d Fri.; J. Wilson, S., 15 Carter Pl., Malden; Thomas H. Condon, B. A., 67½ Essex St., Salem.
- Car Workers: Plymouth Rock Lodge No. 184** (Hyde Park). 724 Washington St.; 2d and 4th Thurs.; Edward M. Funk, S., 12 Reddey Av., H. P.; Thomas H. Condon, B. A., 67½ Essex St., Salem.
- Car Workers: Somerville Lodge No. 108.** 93 Staniford St.; 1st Fri. and 3d Sun.; Edward J. Malloy, 492 Cambridge St., E. Cambridge.
- Car and Locomotive Painters.** (See *Painters No. 338*.)
- Carpenters No. 33.** 987 Washington St.; Mon.; John P. Sharkey, S., 49 Marion St., Somerville; John T. White, B. A., 30 Hanover St.
- Carpenters No. 67** (Roxbury). 67 Warren St., Rox.; Wed.; Harry D. Mooney, S., 159 W. Brookline St.; John M. Devine, B. A., 10 Woodville Pk., Rox.
- Carpenters No. 102** (Bridge) (Hyde Park). (See *Franklin*.)
- Carpenters No. 218** (East Boston). 18 Central Sq., E. B.; Tues.; Wm. N. Thornton, S., 429 Chelsea St., E. B.; C. H. Morrison, B. A., 16 Pope St., E. B.
- Carpenters No. 386** (Dorchester). Music Hall, Fields Cor., Dor.; Tues.; Embert W. LeLacheur, S., 116 Park St., Dor.; John A. McCormack, B. A., 33 Ditson St., Dor.
- Carpenters No. 394.** (See *Cigar Box Makers*.)
- Carpenters No. 802** (Hyde Park). Lyric Hall, Everett Sq.; Thurs.; James McNaught, S., 106 Pierce St.; J. W. McPhee, B. A., 62 Neponset Av., H. P.
- Carpenters No. 889** (Brighton). Woods Hall, Market St., Br.; Fri.; Peter Halloran, S., 11 Chestnut Hill Av., Br.
- Carpenters No. 938** (West Roxbury). Fairview Hall, Poplar St., Ros.; Fri.; W. L. D'Entremont, S., 30 S. Walter St., Ros.; John W. McPhee, B. A., 62 Neponset Av., H. P.
- Carpenters No. 954** (Hebrew). 15 Leverett St.; Mon.; Isaac Shuman, S., 6 Cobb St.; Meyer Goodman, B. A., 40 Spring St.
- Carpenters No. 959** (Mattapan). Associate Hall,

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Mattapan Sq.; Mon.; Henry McHugo, S., 48 Blue Hill Av., Mat.

Carpenters No. 1096 (Floorlayers). 987 Washington St.; Tues.; George B. Thompson, S., 381 Broadway, S. B.; Norman J. McDonald, B. A., 9 Clement Park.

Carpenters No. 1393. (See *Wharf and Bridge.*)

Carpenters No. 1410. (See *Shop and Mill Men.*)

Carpenters No. 1543 (Hyde Park). 30 Hanover St.; 2d and 4th Tues.; Sinclair Cormack, S., 11 Hubbard St., H. P.

Carpenters No. 1573. (See *Stair Builders.*)

Carpenters No. 1671. (See *Ship Carpenters.*)

Carpenters No. 1772 (Building and Bridge). (See Taunton.)

Carpenters No. 1824. (See *Cabinet Makers and Mill Men.*)

Carpenters No. 1902 (Railroad). F. R. McNeil, S., 31 Milford St.

Carpenters No. 1927 (Readville Car Shops). Joseph H. Bickford, S., 8 Blake St., H. P.

Carpenters and Joiners, Amalgamated Society of: Branch No. 1. 514 Tremont St.; alt. Tues.; John McLeod, S., 386 Harrison Av.; John Stewart, B. A., 386 Harrison Av., Tel. Trem. 491.

Carpenters and Joiners, Amalgamated Society of: Branch No. 2. 164 Hanover St.; 1st and 3d Sat.; John Stewart, S. and B. A., 386 Harrison Av., Tel. Trem. 491.

Carpenters and Joiners, Amalgamated Society of: Branch No. 3. 67 Warren St., Rox.; Fri.; Thomas Adams, S., 198 Lamartine St., J. P.; John Stewart, B. A., 386 Harrison Av., Tel. Trem. 491.

Carpet Mechanics No. 109. 30 Hanover St.; 1st and 3d Wed.; William Vaughn, S., 33 Withington St., Dor.; Edwin E. Graves, B. A.

Carpet Weavers No. 721 (Textile Workers). Lillian Madden, S., 3 Merton Pl., Rox.

Carriage, Wagon, and Automobile Workers No. 9. 987 Washington St.; 2d and 4th Wed.; E. C. V. Hernandez, S. and B. A., 15 Minden St., Rox.

Carriage Drivers and Chauffeurs No. 126. 724 Washington St.; 1st Sun.; John J. Driscoll, S. T., 10 Dennis St., Rox.

Cement Workers No. 20 (Artificial Stone and Asphalt). 386 Harrison Av., Tel. Trem. 491; 2d and 4th Sun.; John Love, S., 54 H St., S. B.; Ignatius McNulty, B. A., 910 Broadway, S. B.

Cemetery Department Employees No. 250. 1208 Tremont St.; 4th Thurs.; Patrick Cunningham, S., 99 H St., S. B.

Chandelier Workers No. 6. 724 Washington St.; 2d and 4th Mon.; William Spratt, S., 37 Crescent Av., Dor.

Church Organ Workers No. 21. 1234 Washington St.; 1st Wed.; William G. Johnson, S., 22 Clarendon Av., W. Somerville.

Cigar Box Makers No. 394. 1094 Tremont St.; 2d and 4th Mon.; Francis C. Merkle, S., 13 Field St., Rox.; A. J. Howlett, B. A., Hanover St.

Cigar Factory Tobacco Strippers No. 8156. 7 Appleton St.; 2d Thurs.; Miss Sara Levy, S., 24 Abbott St., Dor.

Cigar Makers No. 97. 9 Appleton St.; 2d and 4th Fri.; Henry Abrahams, S., 11 Appleton St.

City Employees: Putnam Assembly No. 12002. Woods Hall, Putnam St., E. B.; 2d and 4th Sun.; David Punch, S. and B. A., 97 Falcon St., E. B.

Clerks No. 143. (See *Drug Clerks.*)

Clerks No. 539. (See *Retail Clerks.*)

Clerks No. 796. (See *Dry Goods Clerks.*)

Cloak and Skirt Makers No. 56. 31 N. Russell St.; Mon.; Harry N. Rutslyn, S., 135 Chambers St.; Benjamin Horn, B. A., 238 Cambridge St.

Cloth Hat and Cap Makers No. 7 (Operators). 724 Washington St.; Sat.; Nathan Cohen, S., 7 Grove St.

Cloth Hat and Cap Makers No. 38. (See *Cap Cutters and Blockers.*)

Clothing Cutters and Trimmers (Independent). 26 Hayward Pl.; 2d Tues.; John J. Hayes, S., 42 School St., Revere; Thomas J. Collins, B. A., Adams Sq.

Coal Hoisting Engineers No. 74. 995 Washington St.; 2d and 4th Sun.; John F. Matthews, S., 39 L St., S. B.; A. J. Tighe, B. A., Wilmington, Mass.

Coal Hoisting Supervisors No. 13122 (Boston and Vicinity). 19 Medford St., Chasn.; 1st Wed.; John Sterling, S.

Coal Teamsters and Helpers No. 68. 987 Washington St.; 2d and 4th Sun.; John J. Fenton, S. T., 26 Willow Ct., Dor.; John R. Lynch, B. A., Prospect St., Somerville.

Commercial Telegraphers No. 4. 724 Washington St.; J. J. McGarty, S. T., care of "Boston American," 82 Summer St.

Compositors. (See *Typographical No. 13.*)

Cooks No. 328 (Chefs, Cooks, and Culinary Helpers). 8½ Avery St.; 2d and 4th Mon.; Paolo Contestabile, S. and B. A., 4 Winchester St.

Cooks and Waiters No. 226. 446 Tremont St.; 1st and 3d Sat.; James B. Gabourel, S., 45 Hammond St.

Coopers No. 58 (Tight Barrell). 28 Cross St.; 2d Wed.; Roger H. Baker, S., 9 Bedford St., Somerville.

Coopers No. 89 (Brewery). 1095 Tremont St.; 3d Mon.; Edward F. Quinn, S. and B. A., 1605 Tremont St.

Coppersmiths No. 92. 724 Washington St.; 1st and 3d Wed.; William H. Kast, S., 87 Putnam St., E. B.; Francis A. Murphy, B. A., 238 Saratoga St., E. B.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- Coremakers No. 428.* 995 Washington St.; 1st and 3d Fri.; James M. Curley, S. T., 95 Business St., H. P.; William John, B. A., 665 Washington St.
- Coremakers No. 468.* (See *Brass Molders and Brass Coremakers.*)
- Custom Tailors No. 25* (U. G. W.). 30 Leverett St.; Tues.; M. Hurwitz, S., 232 Chelsea St., E. B.
- Drug Clerks No. 143.* 32 Central Sq., E. B.; 2d and 4th Thurs.; H. B. Parkinson, S., 173 Lexington St., E. B.; F. J. Kiernan, B. A.
- Dry Goods Clerks No. 796.* 694 Washington St.; Thurs.; Sydney A. Naar, S., 16 Haverford St., J. P.; F. J. Kiernan, B. A.
- Electrical Workers No. 103* (Insidemen). 987 Washington St.; Wed.; F. L. Kelley, S., 211 M St., S. B.; John W. Barton, B. A.
- Electrical Workers No. 103: Sub Local No. 1* (See *Telephone Operators.*)
- Electrical Workers No. 104.* 987 Washington St.; Wed.; William Warren, S., 991 Watertown St., W. Newton; F. C. Garrick, Jr., B. A., Faneuil Chambers, Br.
- Electrical Workers No. 142.* 987 Washington St.; 1st and 3d Fri.; Herbert F. Dowell, S., 39 Wareham St., Medford.
- Electrical Workers No. 396.* (See *Cable Splicers.*)
- Electrical Workers No. 503.* (See *Fixture Fitters and Hangers.*)
- Electrical Workers No. 714* (Charlestown Navy Yard). 66 Main St., Chasn.; 1st and 3d Tues.; James A. Ago, S., 62 Barry St., Dor.
- Electrical Workers No. 717* (Shop). 987 Washington St.; 1st and 3d Tues.; P. F. Grout, S., 87 Sheridan St., J. P.
- Electrotypers No. 11.* 724 Washington St.; Wed.; Patrick F. Ryan, S., 81 Green St., J. P.; William Reardon, B. A., care of "Boston Globe."
- Elevator Constructors No. 4.* 386 Harrison Av., Tel. Trem. 491; 2d and 4th Thurs.; William Cruickshank, S., 19 Meridian St., Malden; J. C. McDonald, B. A.
- Elevator Operators No. 14215.* 987 Washington St.; 1st Mon.; Herbert F. Symmes, S., 30 Howell St., Dor.
- Engineers.* (See *Steam Engineers and Locomotive Engineers.*)
- Engineers, Amalgamated Society of: Boston Branch No. 723.* 987 Washington St.; alt. Sat.; George Campbell, S., 3 Call St., J. P.
- Excavating, Sand, Brick, Stone, Lime, and Cement, Teamsters.* (See *Teamsters No. 379.*)
- Federal Labor No. 8217* (Metropolitan Water and Sewer Works Employees). 93 Staniford St.; 2d Wed.; James Meegan, S., 57 Gale St., Malden.
- Ferry Employees* (Gatemen). Frank N. McGee, S., 79 Webster St., E. B.
- Ferry Employees* (Pilots). Edward R. Gray, S., 29 Bennington St., E. B.
- Fixture Fitters and Hangers No. 503.* 987 Washington St.; 2d and 4th Mon.; George A. Deans, S., 9 Appleton St., Atlantic.
- Foundry Employees No. 23.* 5 Hampden St., Rox.; 3d Sun.; Edward J. Gallagher, S., 24 Ellery St., S. B.
- Franklin Association No. 18* (Press Feeders and Helpers). 24 Hayward Pl.; 2d Thurs.; Michael S. Cooney, S. T., 39 Court St.
- Freestone Cutters Association.* 386 Harrison Av., Tel. Trem. 491; 1st and 3d Fri.; Dennis P. Keleher, S., 49 Webster Av., Cambridge; John F. Stevens, B. A., 12 Ambrose St., Rox.
- Freight Clerks Assembly No. 1793* (Charlestown). 66 Main St., Chasn.; 2d Mon. and 4th Sun.; Michael J. Dullea, S., 64 L St., S. B.
- Freight Handlers No. 70, Railroad* (N. Y., N. H. & H. R.R.). 987 Washington St.; 2d and 4th Sun.; Jeremiah Murray, S., 6 Lovedeet Ct., Rox.
- Freight Handlers and Warehousemen No. 80, Interior.* 9 Appleton St.; 2d and 4th Sun.; Joseph McGrath, S., 16 Rosemary St., J. P.; C. Moriarty, S., 88 Warrenton St.
- Freight Handlers No. 182, Railroad* (B. & M. R.R.). Hibernian Hall, Union St., Chasn.; 2d and 4th Sun.; Alexander Ryan, S., 17 Crawford St., Malden.
- Freight Handlers No. 183, Railroad* (N. Y., N. H. & H. R.R.). 987 Washington St.; 2d and 4th Sun.; Robert Hyland, Pres., 87 Hillside St., Rox.
- Freight Handlers Assembly No. 623* (N. Y., N. H. & H. R.R.). 376 W. Broadway, S. B.; 2d and 4th Sun.; Martin J. Kelly, S., 119 Liberty St., E. Braintree.
- Freight Handlers No. 822, East Boston Dock.* 125 Havre St., E. B.; 2d and 4th Sun.; Jeremiah F. Murphy, S., 366 Princeton St.
- Garment Workers No. 1.* (See *Tailors.*)
- Garment Workers No. 25.* (See *Custom Tailors.*)
- Garment Workers No. 92.* (See *Canvas Makers.*)
- Garment Workers No. 149.* (See *Tailors No. 149, Lithuanian.*)
- Garment Workers No. 163.* (See *Overall and White Duck Coat Workers.*)
- Garment Workers No. 172.* (See *Vest Makers.*)
- Garment Workers No. 173.* (See *Pants Makers.*)
- Garment Workers No. 225.* (See *Tailors No. 225, Italian.*)
- Garment Workers No. 267.* (See *Sheepskin Coat Makers.*)

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Garment Workers No. 12, Ladies. (See *Skirt and Cloak Pressers.*)

Garment Workers No. 36, Ladies. (See *Ladies Tailors and Dressmakers.*)

Garment Workers No. 49, Ladies. (See *Shirt Waist Makers, Ladies.*)

Garment Workers No. 56, Ladies. (See *Cloak and Skirt Makers.*)

Garment Workers No. 73, Ladies. (See *Ladies Garment Cutters.*)

Gas Fitters, Fixture Fitters, and Hangers No. 175. 386 Harrison Av., Tel. Trem. 491; 1st and 3d Mon.; A. Mason, S., 24 Dana St., Rox.

Glass Workers No. 28, Art. 724 Washington St.; 1st and 3d Fri.; M. T. Mooney, S., Union Park.

Glove Cutters, Table. 724 Washington St.; 1st Thurs.; Konrad Schreffler, S., 382 E. 8th St., S. B.

Granite Cutters: Boston Branch. 164 Canal St.; 3d Thurs.; William McCartney, S., 53 Gates St., S. B.

Grocery and Provision Clerks No. 358. (See *Retail Clerks.*)

Hardwood Finishers. 30 Hanover St.; 2d and 4th Wed.; Harry E. Smith, S., 84 Clifton St., Dor.; George M. Guntner, B. A., 25 Folsom St., Ros.

Hat Trimmers Association. 7 Warrenton St.; on call; Miss K. L. Mullen, S., 53 Brookside Av., J. P.

Hat Workers No. 14363. Abram Agula, S., 38 N. Russell St.

Hatters No. 6. 987 Washington St.; 2d Thurs.; John J. Schafer, S., 95 Sydney St., Dor.; Charles Morris, B. A., 15 Warrenton St.

Highway Department Workers No. 6751. 1208 Tremont St.; Fri.; John H. Barry, S., 521 Commercial St.

Hod Carriers and Building Laborers No. 154. (See *Plasterers Tenders.*)

Hod Carriers and Building Laborers No. 209. 2½ Charter St.; 2d and 4th Sun.; Dominic Bonanno, S.; John Perotti, B. A.

Hod Carriers and Building Laborers No. 223. 386 Harrison Av.; 1st and 3d Sun.; John Heffernan, S., 2944 Washington St.; John M. Sullivan, B. A., 14 Edgerly Pl.

Hoisting and Portable Engineers No. 4. 386 Harrison Av., Tel. Trem. 491; Tues.; Albert E. Pike, S. and B. A.

Horseshoers No. 5 (Journeymen). 987 Washington St.; 3d Mon.; Patrick J. Rooney, S., 5 Cameron St., Brookline.

House and Ship Painters. (See *Painters No. 402.*)

Hotel and Restaurant Employees No. 77. (See *Bartenders.*)

Hotel and Restaurant Employees No. 80. (See *Waiters.*)

Hotel and Restaurant Employees No. 226. (See *Cooks and Waiters.*)

Hotel and Restaurant Employees No. 328. (See *Cooks.*)

Hotel Workers Alliance No. 6. 724 Washington St.; Tues.; Christopher Lane, S. T., 9 Arcola St., Rox.

Housesmiths and Bridgemen No. 7, United. 386 Harrison Av., Tel. Trem. 491; Mon.; Humphrey B. Sullivan, S., 35 E. Canton St.; Frank Brady, B. A.

Industrial Workers No. 96, Branch 1. 181 Webster St., E. B.; 2d and 4th Sun.; James Juliano, S. and B. A., 23 Bunker Hill St., Chasn.

Industrial Workers No. 130. J. J. Ballam, S., 699 Washington St.

Industrial Workers No. 190. 30 Leverett St., Mon.; 724 Washington St., Sat.; Henry D. Cohen, S., 167 Harvard St., Malden.

Insulators and Asbestos Workers No. 6. 694 Washington St.; 1st and 3d Wed.; Arthur M. Sevelius, S., 162 Ballou Av., Dor.; Abram Olson, B. A., 386 Harrison Av., Tel. Trem. 491.

Insurance Writers Assembly No. 1510 (K. of L.).

Interior Freight Handlers and Warehousemen No. 80. (See *Freight Handlers.*)

Janitors Association (Boston Public Schools). 67 Warren St., Rox.; 2d and 4th Sat.; William M. Kendricken, S. T., 4 Kenilworth St., Rox.

Ladies Garment Cutters No. 73. 8 Lovering Pl.; Tues.; Joseph Brody, S., 21 Dwight St.; Benjamin Horn, B. A., 238 Cambridge St.

Ladies Tailors and Dressmakers No. 36. 8 Lovering Pl.; Sun.; Israel Paris, S., 502 Tremont St.

Lamplighters No. 11943. 1651 Washington St.; 1st and 3d Mon.; Frank J. Leonard, S., 121 W. Brookline St.

Lathers No. 72 (Wood, Wire, and Metal). 987 Washington St.; Wed.; Edward N. Kelley, 32 Merriam St., Somerville; Charles Evans, B. A.

Laundry Wagon Drivers No. 650. 694 Washington St.; Mon.; James Walsh, S., 7 Sears St.; John J. Boylen, B. A., 44 Mystic St., Chasn.

Laundry Workers No. 66. 987 Washington St.; 2d Fri.; Miss Lida MacFeaters, B. A., 45 Rutland St.

Leather Handlers No. 14102. 987 Washington St.; 1st and 2d Sun.; Thomas Royel, S., 10 Highland St., Rox.

Leather Workers on Horse Goods No. 105. 724 Washington St.; 1st and 3d Tues.; John Doran, S. T., 12 Emerald St.

Lithographers Protective and Beneficial Association No. 3. 724 Washington St.; 3d Fri.; John Graf, S., 362 Winthrop Av., Revere.

Lithographic Artists, Engravers, and Designers League of America: Boston Section. By appointment; 3d Fri.; Sylvester J. Godfrey, S., 829B Broadway, Chelsea; J. W. Gonzalez, B. A., 44 Broad St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Locomotive Engineers: Bay State Division No. 439. 10 Franklin St., Alls.; 2d and 4th Sun.; C. A. Snow, S. T., 10 Wadsworth St., Alls.

Locomotive Engineers: Boston Division No. 61. 164 Canal St.; 2d and 4th Sun.; T. H. Vradenburgh, S. T., 1 Grant Pl., Waltham.

Locomotive Engineers: Old Colony Division No. 312. 24 Hayward Pl.; 1st and 3d Sun.; C. E. Drew, S. T., 68 Central Av., S. Braintree.

Locomotive Firemen and Enginemen: Boston Lodge No. 57. 446 Tremont St.; 2d and 4th Sun.; Frank I. Fuller, S., 76 Spring Park Av., J. P.; Frank S. Mahler, Ch. Local Protective Board, 277 Belgrade Av., Ros.

Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719. 10 Franklin St., Alls.; Sun.; C. W. Cook, S., 131 Franklin St., Alls.

Longshoremen No. 799: Daniel O'Connell Associates (Charlestown). Roughan Bldg., City Sq., Chasn.; 2d and 4th Sun.; Andrew G. Norander, S., 8 Albion Ct., Somerville.

Longshoremen No. 800. 193 Hanover St.; 2d and 4th Sun.; Terence F. McIntyre, S., 1 Washington Ter., Chasn.

Longshoremen No. 805. 140 Meridian St., E. B.; 2d and 4th Sun.; John F. Mullen, S., 174 London St., E. B.

Longshoremen No. 809. James Dacey, S., 12 Medford St., Chasn.

Longshoremen No. 811. M. W. Lindsay, S., 12 Monument Sq., Chasn.

Longshoremen No. 822. (See *Freight Handlers, East Boston Dock.*)

Longshoremen: Eureka Assembly No. 9623. 164 Hanover St.; 4th Thurs.; Thomas J. Daley, S. and B. A., 30 Tufts St., Chasn.

Longshoremen: Noddle Island Assembly No. 5789. 125 Havre St., E. B.; Wed.; William P. Mansfield, S., 378 E. 8th St., S. B.

Lumber Teamsters. (See *Teamsters, Handlers, and Tallymen No. 369.*)

Machinists No. 264. 987 Washington St.; Thurs.; Edward Peterson, S.; Frank Jennings, B. A.

Machinists No. 345 (Hyde Park). Lyric Hall, Everett Sq., H. P.; 2d and 4th Mon.; John Fox, S., 106 Dana Av., H. P.

Machinists No. 391 (Hyde Park). Cotter Hall, H. P.; 2d and 4th Fri.; Frank J. Ryan, S., 15 Mt. Pleasant St., H. P.

Machinists No. 567: Railroad Lodge. 694 Washington St.; Wed.; Samuel F. Wiggin, S., 8 Waverly St., Everett.

Machinists No. 632 (Auto Repair). 987 Washington St.; 2d and 4th Tues.; Harold M. Bradbury, S., 276 Pearl St., Cambridge; Frank Jennings, B. A.

Machinists No. 634: Bunker Hill Lodge

(Charlestown). 66 Main St., Chasn.; Fri.; Charles H. Taylor, S., Box 21, Chasn. *Machinists Helpers No. 914.* Lyric Hall, Everett Sq., H. P.; 1st Mon.; James M. Renne, S., 17 Hawthorne St., Readville.

Mailers No. 1. 24 Hayward Pl.; 2d Mon.;

Bernard P. Fouhy, B. A., 48 Pinckney St.

Maintenance of Way Employees No. 120. 188 Hanover St.; 3d Sun.; T. W. Cassidy, S. T., 19 Winter St., W. Somerville.

Maintenance of Way Employees No. 201 (B. & A. R.R.). 12 Kneeland St.; 4th Sat.; O. P. Whittemore, S. T., L. B. 34, Holliston.

Marble-Mosaic, Terrazzo, and Composite Workers. Lathrop Hall, Hanover St.; 2d and 4th Mon.; Luigi Tondo Donato, S., 7 Webster St., E. B.

Marble Cutters and Setters No. 50. 18 Kneeland St.; 1st and 3d Wed.; J. C. McAuley, 10 Clary St., Cambridge.

Marble Workers No. 54. John McGuire, S., 10 Codman Pl.

Marine Cooks and Stewards Association of the Atlantic and Gulf: Boston Headquarters. 22 Temple St.; Mon.; J. W. Haynes, S. and B. A., 40 Staniford St.

Marine Firemen, Oilers, and Water Tenders, Atlantic Coast. 168 State St.; Tues.; Oscar Cornelissen, S., 143 Meridian St., E. B.

Market and Commission House Teamsters No. 631. Hibernian Hall, Union St., Chasn.; 1st Fri.; Eugene S. Mehagen, S., 31 Thacher St.

Meat Cutters and Butcher Workmen No. 490. Arthur J. Rogge, S., 20 Liberty Av., Medford.

Mercantile Engineers. (See *Steam Engineers No. 263.*)

Metal Polishers, Buffers, and Platers No. 95. 514 Tremont St.; 1st and 3d Mon.; John C. Knight, S. and B. A., 4 Revere St. Place.

Milk Wagon Drivers No. 380. Roughan Hall, City Sq., Chasn.; 1st and 3d Thurs.; John White, S. T., 35 Russell St., Chasn.; J. F. Driscoll, B. A., 23 Oak St., Chasn.

Molders No. 106 (Iron and Brass). 694 Washington St.; 1st and 3d Fri.; William John, B. A., 665 Washington St.

Molders No. 428. (See *Coremakers.*)

Molders No. 468. (See *Brass Molders.*)

Mosaic, Terrazzo, and Composite Workers. (See *Marble-Mosaic Workers.*)

Moving Picture Operators No. 182. 113 Elliot St.; 1st and 3d Wed.; Harry Danto, S., 17 La Grange St.; William Frank, B. A.

Municipal Service Association (Clerks — city of Boston). Revere House; 1st Wed.; Vincent H. Jacobs, S., 204 Columbia Rd., Dor.

Musical and Theatrical Industrial Union No. 9. 27 School St.; 1st Sat.; William P. Wyman, S., 47 Brooks St., Brookline; Arthur

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

- W. Kenney, B. A., 143 Sagamore Av., Chelsea.
- Musicians Protective Assembly No. 1629.* 1234 Washington St.; 2d Sun. and 4th Wed.; John E. Welch, S., 3 Oakdale Terrace, J. P.
- Musicians Protective Association No. 9.* 56 St. Botolph St.; 1st Thurs.; Edward J. Spring, S. T., 56 Riverside St., Watertown.
- Navy Yard Employees: Branch No. 1.* 116 Chelsea St., Chasn.; Mon.; Charles E. Bond, S., 11 Bond St., Winter Hill, Mass.
- News Wagon Drivers, Chauffeurs, and Helpers No. 259.* 258 Washington St.; Thurs.; Charles J. Meier, S., 64 Hillside St., Rox.
- News Writers No. 1.* 606 Old South Bldg.; 1st Thurs.; Philip J. Halvosa, S., care of "Boston American," 88 Summer St.
- Newsboys Protective Union No. 9077.* 30 Hanover St.; 2d and 4th Sun.; Thomas J. Mulkern, T., 258 Washington St.
- Overall and White Duck Coat Workers No. 163* (U. G. W.). 724 Washington St.; 1st and 3d Wed.; Miss Rose T. Daly, S., 44 Mallet St., Dor.
- Painters No. 1, Independent* (Hebrew). 1 Causeway St.; Tues.; Samuel Goldberg, S., 155 Leverett St.; L. Block, B. A., 36 Irving St.
- Painters No. 402, House and Ship* (East Boston). Central Hall, E. B.; Mon.; James J. Marks, S., 628 Bennington St., E. B.
- Painters and Decorators No. 11.* 987 Washington St.; Tues.; Patrick H. Deveney, S., 776 Huntington Av.
- Painters, Decorators, and Paperhangers No. 258.* (See *Paperhangers*.)
- Painters No. 338, Railway Equipment.* 724 Washington St.; 1st and 3d Wed.; John J. McCarthy, S., 19 Langdon St., Rox.
- Painters No. 391.* (See *Sign Writers*.)
- Painters, Decorators, and Paperhangers No. 655* (Hyde Park). Lyric Hall, H. P.; 1st and 3d Fri.; Charles O. Roberts, S., 1083 Hyde Park Av., H. P.
- Pants Makers No. 173* (U. G. W.). 93 Staniford St.; 1st and 3d Sat.; A. Steigman, S., 117 Brighton St.
- Paperhangers No. 258.* 724 Washington St.; Mon.; A. H. Lawford, S., 156 L St., S. B.
- Park Department Employees No. 12435.* 1208 Tremont St.; 4th Sun.; Edward J. McLaughlin, S., 490 Bennington St., E. B.
- Park Employees Assembly No. 7576.* 987 Washington St.; 1st Sun.; Patrick McKenzie, M. W., 228 Chestnut Av., J. P.
- Pattern Makers Association of Boston and Vicinity.* 724 Washington St.; Wed.; W. A. Clough, S. and B. A., 40 School St., Somerville.
- Pavers No. 1.* 987 Washington St.; Thurs.; Philip F. McGinn, S. and B. A., 20 Adams Pl., Rox.
- Pavers Assembly No. 1632.* 228 Tremont St.; 1st and 3d Sun.; Stephen Costello, S. and B. A., 209 Gold St., S. B.
- Paving Department Employees Assembly No. 9816.* 1125 Washington St.; 2d and 4th Fri.; Cornelius J. Donovan, S., 34 Francis St., Rox.
- Photo-Engravers No. 3.* 24 Hayward Pl.; 2d Sun.; John F. Maguire, S. and B. A., 414 Medford St., Somerville.
- Piano and Furniture Movers and Helpers No. 343.* 1095 Tremont St.; 1st and 3d Fri.; Patrick J. Steele, S., 15 Elmwood St., Rox.
- Piano and Organ Workers No. 19.* 987 Washington St.; 2d Tues.; William Sanborn, S., 302A Summer St., Somerville.
- Piano and Organ Workers No. 21.* (See *Church Organ Workers*.)
- Plasterers No. 10* (Operative). 11 Appleton St.; 1st and 3d Wed.; James O'Connor, S., 1053 Saratoga St., E. B.; William J. Taylor, B. A., 491 E. Sixth St., S. B.
- Plasterers Tenders No. 154.* 8 Warren St.; 1st and 3d Sun.; William Yaner, S., 103 Hunneman St.
- Plumbers No. 12.* 724 Washington St.; Tues.; Thomas L. Pratt, S. and B. A.
- Plumbers No. 175.* (See *Gas Fitters, Fixture Fitters, and Hangers*.)
- Plumbers No. 537.* (See *Steamfitters and Helpers*.)
- Press Feeders and Helpers.* (See *Franklin Association No. 18*.)
- Printing Pressmen and Assistants No. 3.* (See *Web Pressmen*.)
- Printing Pressmen and Assistants No. 18.* (See *Franklin Association*.)
- Printing Pressmen No. 67.* 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, S. and B. A., 258 Washington St.
- Public Grounds Department Employees No. 12434.* 1208 Tremont St.; 1st Tues.; Joseph P. Kilday, Pres., 17 Kenney St., Rox.; William Driscoll, S., 585 Freeport St., Dor.
- Railroad Building Mechanics No. 1.* 164 Canal St.; 1st Thurs.; John Mullane, S., 66 Lynde St., Melrose.
- Railroad Carpenters.* (See *Carpenters No. 1902*.)
- Railroad Freight Handlers.* (See *Freight Handlers*.)
- Railroad Machinists.* (See *Machinists No. 567*.)
- Railroad Machinists Helpers No. 914.* (See *Machinists Helpers No. 914*.)
- Railroad Sheet Metal Workers.* (See *Sheet Metal Workers No. 372*.)
- Railroad Signalmen: Bunker Hill Lodge No. 6.* 188 Hanover St.; 2d and 4th Thurs.; R. H. Parker, S., 120 Winthrop St., Rox.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Railroad Signalmen: Pioneer Lodge No. 5. 12 Kneeland St.; Sat.; Eugene B. Wilson, S. T., 245 N. Main St., Mansfield.

Railroad Station Agents: Boston Division No. 1. Room 208, Old Fitchburg Depot; 3d Sun.; George W. Proal, S., Wyoming Sta., Melrose; J. J. Nolan, B. A., 101 Tremont St.

Railroad Station Agents: Consolidated Division No. 3. United States Hotel, Boston; 2d Sat.; J. H. Weir, T., Canton, Mass.

Railroad Station Agents: Worcester Division No. 4 (B. and A. R.R.). By appointment in Boston, Springfield, or Pittsfield; 3d Sun.; M. E. E. Barrett, S., 41 Concord Sq., Boston.

Railroad Station Employees: Boston & Maine Division No. 1. 164 Canal St.; 4th Thurs.; John H. O'Hara, S., 21 Bailey St., Everett.

Railroad Stationmen. Room 208, Old Fitchburg Sta.; 3d Wed.; James A. Franklin, S., 61 Arlington St., W. Medford.

Railroad Switchmen: Constitution Lodge No. 200. 669 E. 6th St., S. B.; 1st and 3d Sun.; Thomas C. Lamb, T., 34 Crescent St., E. Somerville.

Railroad Telegraphers: Boston Division No. 41. 164 Canal St.; 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester.

Railroad Telegraphers No. 89. 694 Washington St.; 1st and 3d Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; E. J. Manion, Gen. Ch., 537 Howard Av., New Haven, Ct.

Railroad Telegraphers No. 156. 694 Washington St.; 1st Tues. and 3d Sat.; James Melville, S., 2 Kearsarge Av., Rox.; E. C. Barringee, Local Ch., 45 Warren Av.

Railroad Trainmen: Boston Lodge No. 97. 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., J. P.; P. J. Moran, Ch., 159 Boston St., Dor.

Railroad Trainmen: Bunker Hill Lodge No. 404. 14 Green St., Chasn.; 1st and 3d Sun.; W. O. Wood, S. and B. A., 20 Austin St., Somerville.

Railroad Trainmen: City Point Lodge No. 507. 409 Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, S., 443 Broadway, S. B.

Railroad Trainmen: Puritan Lodge No. 621. 11 City Sq., Chasn.; 1st Sun. and 3d Thurs.; W. P. Tanton, S., 15 Shirley St., Lexington.

Railroad Trainmen: Trimountain Lodge No. 486. 10 Franklin St., Alls.; 1st and 3d Sun.; E. A. Nicholson, S., 59 Charles St., Auburndale.

Railroad Transfer Messengers and Clerks No. 11639. 987 Washington St.; 1st Wed.;

Albert F. Harris, S., care of Armstrong Transfer Co., North Station.

Railway Carmen: Bay State Lodge No. 102. 730 Washington St.; 2d Sun.; Daniel J. Collins, S., 19 Monroe St., Norwood.

Railway Carmen: Bay View Lodge No. 57. 9 Appleton St.; 3d Sun.; John J. Kane, S., 107 St. Alphonsus St., Rox.

Railway Carmen: Harbor View Lodge No. 92. Charles F. Steinbrey, S., 19½ Market St., Cambridge.

Railway Clerks: Boston Lodge No. 119. 164 Canal St.; 1st Mon.; George H. Streeter, S. T., 160 Beverly St.

Railway Clerks: Bunker Hill Lodge No. 48. 65 Main St., Chasn.; 2d Tues. and 4th Sun.; Harry W. Conant, S., 33 Orchard St., Medford.

Railway Clerks: Fort Point Lodge No. 117. 724 Washington St.; Wed.; E. G. Rodgers, S., 119 Elm St., Marblehead.

Railway Clerks: Massachusetts Bay Lodge No. 71. Revere House; alt. Mon.; F. J. Tague, S. T., 67 Pearson Rd., W. Somerville.

Railway Clerks: Minot Lodge No. 174. 164 Canal St.; 1st Tues.; M. H. Prescott, S., 3 Chestnut Ter., Malden.

Railway Clerks: Northern Union Lodge No. 74. Revere House; 1st Tues.; W. M. Quinn, S., 110 Yorktown St., W. Somerville.

Railway Clerks: Old Colony Lodge No. 143. 694 Washington St.; 2d Sun. and 4th Fri.; George R. Starkey, S., 1205 Morton St., Mat.; R. G. Stearns, Ch., 753 Cranston St., Providence, R. I.

Railway Clerks: Watch City Lodge No. 100. Old Fitchburg Sta., Causeway St.; Edward Donegan, S., 735 Somerville Av., Somerville.

Railway Conductors: Bay State Division No. 412. 164 Canal St.; 1st Sun. and 3d Thurs.; Royal E. Beal, S. T., 179 Broadway, Lawrence.

Railway Conductors: Boston Division No. 122. 446 Tremont St.; 3d Sun.; Joseph Moreau, S. T., 1273 Hyde Park Av., H. P.

Railway Conductors: New England Division No. 157. 24 Hayward Pl.; 4th Sun.; C. W. Merrill, S. T., 29 Evergreen St., Rox.

Railway Equipment Painters. (See *Painters* No. 338.)

Retail Clerks No. 539 (Roslindale). 43 Poplar St., Ros.; 2d and 4th Tues.; William G. Hay, S., 24 Florence St., Ros.

Roofers No. 20 (Composition, Damp, and Waterproof Workers). 386 Harrison Av.; 2d and 4th Mon.; M. J. Carter, S., 1215 Columbia Rd.

Roundhouse Employees Assembly No. 1063 (B. & M. R.R.). Monument Hall, Hancock Sq., Chasn.; Miles John Duff, S., 22 Summer St., Melrose.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

- Rulers No. 12.* 606 Old South Bldg.; 4th Mon.; Frank E. Leary, S., 581 Ninth St., S. B.
- Sailor's Union of the Atlantic.* Boston headquarters, 1½ Lewis St.; Tues.; Harry Becker, S.; M. J. Spurvey, B. A.
- Sanitary and Street Cleaning Department Drivers and Helpers No. 149.* 987 Washington St.; 2d and 4th Sun.; James J. Burns, S., 29 Webber St., Rox.
- Sanitary and Street Cleaning Department Employees.* (See *Ben Franklin Assembly No. 5463.*)
- Sanitary Inspectors Association.* 1208 Tremont St.; Mon.; John L. Carven, Pres., 377 Bunker Hill St., Chasn.
- Sewer Workers Assembly No. 1621.* 1091 Washington St.; Sun.; Patrick J. McCarthy, Acting S., 228 Tremont St.
- Sheepskin Coat Makers No. 267 (U. G. W.).* Jewish Institute Building, Chambers St.; 1st and 3d Tues.; Barney Kaiser, Pres., 21 Morris St., E. B.
- Sheet Metal Workers No. 17.* 9 Appleton St.; Mon.; John H. Selfridge, S., 11 Vincent St., N. Cambridge; James Moriarty, B. A.
- Sheet Metal Workers No. 92.* (See *Coppersmiths.*)
- Sheet Metal Workers No. 372 (N. Y., N. H. & H. R.R.).* 724 Washington St.; 3d Thurs.; James H. Spencer, S., 9 Stark Av., Readville; David R. Davies, T., 130 Dorchester St., S. B.
- Ship Carpenters No. 1671 (East Boston).* 19 Border St., E. B.; Mon.; John Ducklin, Pres., 32 Tremont St., Chasn.; T. Murray, S., 306 Bunker Hill St., Chasn.
- Shirt Waist Makers No. 49, Ladies.* 31 N. Russell St.; 1st and 3d Thurs.; Miss Gertrude Berger, S., 39 Minot St.
- Shoe Repairers (B. and S. W.).* 694 Washington St.; James O'Neil, Pres.; Charles Kenney, S.
- Shop and Mill Men No. 1410.* 30 Hanover St.; Mon.; L. G. Brown, S., 66 Springfield St., Somerville; Daniel S. Fitzgerald, B. A.
- Sign Writers No. 391.* 724 Washington St.; 1st and 3d Mon.; John F. Welch, S. and B. A., 89 E. Brookline St.
- Silk Weavers No. 782 (U. T. W.).* Liederkrantz Halle, W. Rox.; 2d Tues.; Herman Barth, S., 858 Hyde Park Av., H. P.
- Skirt and Cloak Pressers No. 12.* 31 N. Russell St.; Sat.; William M. Shawmut, S., 21 Dwight St.; B. Horn, B. A.
- Stablemen and Garagemen No. 367.* 995 Washington St.; 1st and 3d Wed.; James A. Kearns, S. T., 271 Albany St.; William Fadden, B. A., 20 Atlantic St., S. B.
- Stair Builders No. 1573.* 30 Hanover St.; 2d and 4th Wed.; George E. Haskins, S., 91 Willett St., Wollaston.
- Stationary Firemen No. 3.* 987 Washington St.; 2d and 4th Mon.; Timothy H. Tierney, S., 16 Kingston St., Chasn.; John J. Cunningham, B. A.
- Stationary Firemen No. 242.* 987 Washington St.; 2d and 4th Tues.; John E. Patts, S., 27 Randolph Rd., Mat.
- Steam Engineers No. 4.* (See *Hoisting and Portable Engineers.*)
- Steam Engineers No. 16.* 724 Washington St.; Fri.; Thomas Maher, S., 641 Sixth St., S. B.; Joseph A. Nash, B. A., 665 Washington St.
- Steam Engineers No. 74.* (See *Coal Hoisting Engineers.*)
- Steam Engineers No. 263 (Mercantile, Down Town).* 995 Washington St.; Thurs.; E. L. Munroe, S., 60 Berkeley St.
- Steamfitters No. 22.* 18 Kneeland St.; Mon.; G. E. Flynn, S., 4 Spring Ct., Rox.; John J. Brophy, B. A.
- Steamfitters No. 76 (Readville).* 724 Washington St.; J. Fred Currie, S., 58 Reed St., Dedham.
- Steamfitters and Helpers No. 537.* 386 Harrison Av., Tel. Trem. 491; Wed.; C. E. Harnden, S., 455 Columbus Av.; Austin Fales, B. A., 455 Columbus Av.
- Steamfitters Helpers No. 26.* 18 Kneeland St.; 1st and 3d Tues.; William Phalen, S., 18 Tremont St., Cambridge; John H. Corcoran, 332 Geneva Av., Dor.
- Steamfitters, Marine Power and Pipe Fitters No. 106.* 18 Kneeland St.; 2d Fri.; Charles Russell, S., 48 Tapley Av., Revere.
- Steam Railroad Employees Assembly No. 1741 (B. & M. R.R.).* Hibernian Hall, Union St., Chasn.; 1st Mon. and 3d Sun.; John Hurley, S., 9 Benedict St., Chasn.
- Steam Shovel and Dredgemen No. 14 (East Boston).* Armory Hall, Maverick St., E. B.; Sun.; Peter Breen, S. T., 176 Poplar St., Ros.
- Steel and Copper Plate Printers No. 3.* 987 Washington St.; 2d Mon.; Walter A. Burke, S., 22 Whitney St., Rox.
- Stereotypers No. 2.* 24 Hayward Pl.; 3d Wed.; A. R. McKenne, S., 44 Morris St., Everett.
- Stone Cutters Association.* (See *Freestone Cutters Association.*)
- Stonemasons No. 9.* 386 Harrison Av.; Wed.; M. J. Collins, S., 15 Meander St.; Patrick J. Walsh, B. A.
- Street and Electric Railway Employees No. 589.* 724 Washington St.; 2d and 4th Thurs.; Owen P. Moore, S., 61 Bailey St., Dor.; Matthias J. Nesdale, B. A., 96 Lawn St., Rox.
- Tailors No. 1 (U. G. W.).* 724 Washington

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- St.; Mon.; S. Bronski, S., 2 Medford Ct.; S. Wolk, B. A.
- Tailors No. 12, Journeymen.* 30 Hanover St.; 1st and 3d Tues.; Frank DeLuca, S., 354 Beacon St., Somerville.
- Tailors No. 149, Lithuanian (U. G. W.).* 339 W. Broadway, S. B.; 1st Tues.; John R. Nevulis, S., 1 Pages Ct., S. B.
- Tailors No. 225, Italian (U. G. W.).* 2 Lathrop Pl.; Fri.; Ferdinando Giannelli, S., 7 Newburn Av., Medford.
- Tailors No. 256 (Journeymen).* 113 Blackstone St.; 1st and 3d Thurs.; George Cagliuso, S., 13 Chapman Pl.
- Teamsters No. 25.* 995 Washington St.; 2d and 4th Sun.; Joseph J. Hunt, S., 31 Thacher St.; Michael J. O'Donnell, B. A., 31 Thacher St.
- Teamsters No. 58 (Ambulance Drivers).* 17 Worcester St.; 1st Sun.; Eugene S. Cronin, S. T., 754 Albany St.
- Teamsters No. 68.* (See *Coal Teamsters and Helpers.*)
- Teamsters No. 126.* (See *Carriage Drivers and Chauffeurs.*)
- Teamsters No. 149.* (See *Sanitary and Street Cleaning Department Drivers.*)
- Teamsters No. 259.* (See *News Wagon Drivers, Chauffeurs, and Helpers.*)
- Teamsters No. 343.* (See *Piano and Furniture Movers and Helpers.*)
- Teamsters No. 367.* (See *Stablemen and Gargemen.*)
- Teamsters, Handlers, and Tallymen No. 369 (Lumber).* 987 Washington St.; 1st and 3d Mon.; John F. Sullivan, S. and B. A., 120 Chestnut St., Chelsea.
- Teamsters No. 379 (Excavating, Sand, Lime, and Cement).* 987 Washington St.; 1st and 3d Sun.; Harry B. Jennings, S., 124 W. Sixth St., S. B.
- Teamsters No. 380.* (See *Milk Wagon Drivers and Helpers.*)
- Teamsters No. 612.* (See *Transfer Drivers and Helpers.*)
- Teamsters No. 631.* (See *Market and Commission House Teamsters.*)
- Teamsters No. 650.* (See *Laundry Wagon Drivers.*)
- Telephone Operators: Sub Local No. 1 of Electrical Workers No. 103.* 987 Washington St.; 2d and 4th Fri.; Mary C. Mahoney, S., 8 Waite St., Rox.; Ethel M. Hyman, B. A., 7 Warrenton St.
- Textile Workers No. 721.* (See *Carpet Weavers.*)
- Theatrical Stage Employees No. 11.* 694 Washington St.; Sun.; John J. Barry, S. and B. A., 75 Albany St.
- Theatrical Stage Employees No. 182.* (See *Moving Picture Operators.*)
- Tile Layers No. 22, Ceramic, Mosaic, and Encaustic.* 9 Appleton St.; 1st and 3d Fri.; Nelson Currier, S., 147 Wilson Av., Somerville; Ignatius McNulty, B. A., 386 Harrison Av., Tel. Trem. 491.
- Tile Layers Helpers No. 36, Ceramic, Mosaic, and Encaustic.* 724 Washington St.; 1st and 3d Thurs.; John J. Harrigan, S., 10 Bulfinch St.; Ignatius McNulty, B. A., 386 Harrison Av., Tel. Trem. 491.
- Tobacco Strippers.* (See *Cigar Factory and Tobacco Strippers.*)
- Transatlantic Steamship Clerks Assembly No. 1648.* 2 Main St., Chasn.; 2d and 4th Sun.; Joseph H. Heath, M. W., 40 Warren St., Chasn.
- Transfer Drivers and Helpers No. 612.* 987 Washington St.; 2d Thurs.; John J. Frazier, S. T., 271 Albany St.
- Travelers Goods and Leather Novelty Workers No. 21.* 108 Warrenton St.; 2d Tues.; John A. Howard, S., 38 Holland St., W. Somerville.
- Tube Workers No. 14338.* Owen McKeown, S., 37 Magnolia Av., Camb.
- Typographical No. 13.* Faneuil Hall, Dock Sq.; 4th Sun.; Joseph J. Dallas, S. and B. A., 320-322 Old South Bldg.
- Upholsterers No. 37 (Wholesale).* 1 Causeway St.; 1st and 3d Thurs.; Louis Tolopsky, S., 328 Chelsea St., E. B.; Edwin E. Graves, B. A., 30 Hanover St.
- Upholsterers No. 53.* 30 Hanover St.; 2d and 4th Thurs.; Edwin E. Graves, S. and B. A.
- Upholsterers No. 84.* E. Johnson, S., 101 William St., Malden.
- Upholsterers No. 109.* (See *Carpet Mechanics.*)
- Upholsterers No. 118.* (See *Car Upholsterers.*)
- Vest Makers No. 172 (U. G. W.).* 133 Blackstone St.; Sat.; S. Wolk, S., 724 Washington St.
- Waiters No. 80.* 1160 Washington St.; 2d and 4th Wed.; John J. Kearney, S. and B. A., 1160 Washington St.
- Water and Sewer Department No. 174, Metropolitan.* James Meegan, S., 57 Gale St., Malden.
- Water Workers Assembly No. 1927.* 1091 Washington St.; 3d Wed.; Timothy J. Driscoll, S., 14 Medford St., Chasn.
- Web Pressmen No. 3.* 9 Appleton St.; 3d Tues.; Charles J. Harvey, S., 218 Fellsway West, Medford.
- Wharf and Bridge Carpenters No. 1393.* 30 Hanover St.; Mon.; Paul McDonald, S.; Seymour Coffin, B. A.
- Wood Carvers Association.* 724 Washington St.; 1st and 3d Fri.; Richard M. Murphy, S., 500 E. Sixth St.; S. B.
- Woodworkers No. 109.* (See *Hardwood Finishers.*)

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Braintree.

- Boot and Shoe Workers No. 143* (Mixed) (S. Braintree). Hampden House Blk.; 1st and 3d Tues.; William J. Madden, S. and B. A.
- Carpenters No. 1550* (S. Braintree). Boot and Shoe Workers Hall; 2d and 4th Fri.; James I. Peers, S., 52 Water St., E. Weymouth; L. W. Beedle, B. A., 208 Allen St., E. Braintree.
- Industrial Workers No. 34* (E. Braintree). Peter Cornier, S., 57 Allen St., E. Braintree.

Bridgewater.

- Boot and Shoe Workers No. 357*. 14 Elwell Blk.; Thurs.; Royal F. Dano, S., Box 142; James Murphy, B. A., Box 142.
- Carpenters No. 1046*. Elwell Blk.; 1st and last Tues.; F. T. Lebaron, S.
- Machinists No. 616*. Elwell Blk.; Fri.; O. P. Ludwig, S., 1055 Plymouth St.

BROCKTON.

- Bakers and Confectioners No. 180*. 17 E. Elm St.; 2d and 4th Sat.; James Williams, T., 40 Calmar St.; John Flanagan, B. A., 26 E. Elm St.
- Bakery Wagon Drivers No. 57*. Savings Bank Blk.; 2d Tues.; Daniel H. Phillips, S. T., 62 Crescent St.; Joseph Fitzpatrick, Acting B. A.
- Barbers No. 238*. 13 E. Elm St.; 4th Tues.; P. J. Sheehan, S. and B. A., 539 Main St.
- Blacksmiths No. 216*. Teamsters Hall, Court St.; 1st and 3d Mon.; William Finney, S., 46 High St.
- Boot and Shoe Workers No. 38* (Mixed) (B. & S. W.). 52 Centre St.; 2d and 4th Wed.; John P. Meade, S. and B. A.
- Bricklayers and Plasterers No. 5*. 13 E. Elm St.; Thurs.; F. J. Marden, S., 202 Dover St.
- Building Laborers No. 13*. 13 E. Elm St.; 1st and 2d Sat.; William H. Shaw, S., 124 Spring St.; Frank Kittredge, B. A., 126 Main St.
- Carpenters No. 624*. 28 Main St.; Mon.; Walter Pratt, S. and B. A., 461 N. Quincy St.
- Clothing and Shoe Clerks No. 504*. 54 Main St.; 4th Thurs.; George L. Carr, S. and B. A., 85 Grafton St.
- Cutters No. 35* (B. & S. W.). 28 Ward St.; 1st and 3d Thurs.; W. E. Jocoy, S. and B. A.
- Cutting Die and Cutter Makers No. 307*. 13 E. Elm St.; 2d Fri.; Leonard S. Rantz, S., 56 Turner St.
- Dressers and Packers No. 365* (B. & S. W.). Eagle Hall, Centre St.; Dennis E. McCarty, S. and B. A., 21 Parish Bldg.
- Dry Goods Clerks No. 605*. 52 Centre St.; 1st and 3d Tues.; Walter E. Deane, S. T., 19 Clinton Av.

- Edgemakers No. 118* (B. & S. W.). 28 Main St.; 1st and 3d Thurs.; Thomas C. Farrell, S. and B. A.
- Elastic Goring Weavers*. 426 N. Warren Av.; Tues.; Alfred Haughton, S., 50 Cherry St.
- Electrical Workers No. 223*. 126 Main St.; Wed.; J. J. Redpath, S., 566 S. Main St.; Frank G. Kittredge, B. A.
- Finishers No. 37* (B. & S. W.). 57 Centre St.; 1st and 3d Mon.; Frank Moriarty, S. and B. A., 23 Main St.
- Granite Cutters*. Walter Burnett, Dist. Officer, 30 Farrington St.
- Grocery and Provision Clerks No. 358*. 26 Centre St.; 1st and 3d Wed.; Albert M. Keyes, S. and B. A., 26 Centre St.
- Heelers, Sluggers, Breasters, and Shavers No. 370* (B. & S. W.). Foresters Hall, E. Elm St.; 1st and 2d Mon.; Fred W. Farrell, S. and B. A., 93½ Montello St.
- Hotel and Restaurant Employees No. 161*. 43 Main St.; 1st and 3d Mon.; John Brady, S., 28 W. Elm St.; Charles McCarthy, B. A.
- Laborers Protective No. 12920*. Foresters Hall, W. Elm St.; 2d and 4th Thurs.; Dennis Crimmins, S., 38 Joslyn Ct.; Thomas Moore, B. A., 952 N. Montello St.
- Lasters No. 100* (B. & S. W.). Eagle Hall, Centre St.; Fri.; Frank Simpson, S., 115 Massasoit St.; William J. Collins, B. A., 119 Elliot St.
- Lathers No. 123*. 126 Main St.; 1st and 3d Mon.; Prince A. Stedman, S. T., 162 Warren Av.; Frank G. Kittredge, B. A.
- Laundry Wagon Drivers No. 272*. Arcade Bldg., Main St.; 3d Wed.; Alden E. Gardner, S., 117 Florence St.
- Laundry Workers No. 64*. 26 Centre St.; 2d and 4th Thurs.; P. F. Hanley, S., 26 Bartlett St.
- Machinists No. 176*. 126 Main St.; Thurs.; E. E. Libbey, S., 47 Wheeler Av.
- Musicians Protective No. 138*. 6 Main St.; 1st and 3d Sun.; Walter M. Steele, S.
- Painters, Decorators, and Paperhangers No. 296*. Marston Blk.; Tues.; Frank G. Kittredge, S. and B. A., 38 Walnut St.
- Plumbers No. 276*. Orpheum Theatre Bldg., E. Elm St.; Mon.; John J. Callahan, S., 11 Snell Pl.; Frank G. Kittredge, B. A., 126 Main St.
- Printing Pressmen No. 102*. Richmond Bldg.; 2d Tues.; Richard A. Gould, S., 96 Moraine St.
- Roofers Protective Nos. 24 and 28*. 126 Main St.; 2d and 4th Thurs.; Arthur P. Deschamps, S., 21 Ridgeway Ct.; Frank G. Kittredge, B. A., 126 Main St.
- Sheet Metal Workers No. 248*. 126 Main St.; Tues.; Roy E. Dunham, S., Grafton St.; Frank G. Kittredge, B. A.
- Skivers No. 406* (B. & S. W.). 26 Centre St.,

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Mon.; Harry A. Tyler, S. and B. A., 69 Newbury St.

Sole Leather Workers No. 74 (B. & S. W.). 52 Centre St.; 2d and 4th Tues.; John P. Meade, S. and B. A.

Solefasteners and Roughrounders No. 111 (B. & S. W.). 1st Parish Bldg., Main St.; 2d and 4th Mon.; Emmet T. Walls, S. and B. A., P. O. Box 409.

Stationary Firemen No. 47. 13 E. Elm St.; 1st Fri. and 3d Sun.; Thomas F. Hefferman, S. T., 832 Main St.

Steam and Gas Fitters No. 316. 126 Main St.; 2d and 4th Mon.; Albert R. Gardner, S., 152 Foster St.

Steam Engineers No. 111. Arcade Bldg.; 1st and 3d Fri.; Roderick Donnell, S., 84 Foster St.; L. J. Wilber, B. A., 46 Watson St., Campello.

Steam Engineers No. 501. 47 Centre St.; Fri.; E. N. Beane, S., 1215 Warren Av., Campello.

Stitchers No. 154 (B. & S. W.). 23 Main St.; 2d and 4th Thurs.; Michael A. Caffrey, S., 23 Main St.

Stonemasons No. 14. Masons Hall, Elm St.; 1st and 3d Sat.; Dennis Keliher, S., Track St., Campello.

Street and Electric Railway Employees No. 235. Mystic Hall; last Mon.; Alphonse Lavigne, S., 14 Tremont St., Campello; P. F. Sheehan, B. A., 167 Copeland St.

Tailors No. 105, Journeymen. 23 Centre St.; 1st Mon.; Peter Nesbit, S., 23 Centre St.

Teamsters No. 193. 140 Court St.; 1st and 3d Tues.; Joseph J. Dobby, S., 364 N. Montello St.; Louis W. Pelquin, B. A., 138 Court St.

Theatrical Stage Employees No. 149. 23 Centre St.; 3d Mon.; Samuel A. Wheldon, S. and B. A., 178 Summer St.

Treers No. 36 (B. & S. W.). 26 Centre St.; 1st and 3d Fri.; Patrick McEntree, S. and B. A.

Typographical No. 224. Marston Bldg.; Tues.; John A. Hancock, S. T., 364 N. Montello St.

Vampers No. 256 (B. & S. W.). 23 Main St.; 2d Mon.; Wm. E. McCarthy, S., 10 Huntington St.; Walter M. Steele, B. A.

Brookfield.

Boot and Shoe Workers No. 252 (Mixed). Union Gymnasium Hall; last Sat.; A. H. Bellows, S., Box 130.

Brookline.

Carpenters No. 438. 178 Washington St.; Mon.; William H. Walsh, S. and B. A.

Highway Department Employees No. 12540. Goddard Hall; Sun.; Francis J. Crohan, S., 43 Boylston St.

Hod Carriers and Building Laborers No. 301. 178 Washington St.; 2d Sun.; Thomas McLaughlin, S., 35 Juniper St.

Painters, Decorators, and Paperhangers No. 709. 178 Washington St.; 1st and 3d Wed.; James McAvenia, S., 39 Barrett St., Revere.

CAMBRIDGE.

Boiler Makers: University City Lodge No. 515. (See Boston.)

Bookbinders No. 204. 40 Prospect St.; 3d Fri.; Daniel A. Mullen, S., 67 Beacon St., Somerville; Albert P. Williams, B. A., 178 M St., S. Boston.

Bricklayers, Masons, and Plasterers No. 34. 1103 Cambridge St.; 1st Tues.; John J. Leahy, S., 6 Antrim St.

Building Laborers No. 295. Raymond Hall, Central Sq.; 1st and 3d Sun.; Michael Donohue, S., 219 Brookline St.

Carpenters No. 441. 631 Massachusetts Av.; Wed.; R. D. Sullivan, S., 157 Walden St., N. Cambridge; J. F. Toomy, B. A., 234 Sycamore St., Waverley.

Carpenters No. 1653 (North Cambridge). 2107 Massachusetts Av., N. Cambridge; J. F. Toomy, B. A., 234 Sycamore St., Waverley.

City Employees No. 8279. 631 Massachusetts Av.; 1st and 3d Mon.; Michael D. Collins, Pres., 2024A Massachusetts Av., N. Cambridge; Humphrey Sullivan, S., 149 Rindge Av., N. Cambridge.

Industrial Workers No. 557. 789 Main St.; Fri.; S. H. Savage, S., 247 Belmont St., Everett.

Meat Cutters and Butcher Workmen No. 162, Amalgamated. Cor. Spring and Sixth Sts., E. Cambridge; 2d Sun.; Robert A. Rupprecht, S., 241 Bowdoin St., Dorchester.

Meat Cutters and Butcher Workmen No. 383. Bacon Hall, Union Sq., Somerville; Sun.; Jeremiah L. O'Neil, S. and B. A., 47 Lynde St., Boston.

Painters No. 661. 40 Prospect St.; 2d and 4th Thurs.; Henry A. Pitts, T., 2052 Massachusetts Av., N. Cambridge.

Plasterers No. 275. (See Somerville.)

Rubber Workers No. 14361. P. Hurley, S., 74 Tudor St., S. Boston.

Typographical No. 61. Raymond Hall, Massachusetts Av.; 2d Thurs.; Eugene Seers, S., 97 Walden St., N. Cambridge.

Canton.

Carpenters No. 1754. Carpenters Hall; Fri.; Samuel Marsden, S., 436 Sherman St.; B. S. Bolles, B. A., Box 135, Sharon.

Painters, Decorators, and Paperhangers No. 754. Stoughton; Thurs.; Walter E. Pierce, S., Box 174, Sharon.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Chelmsford.

- Granite Cutters* (West Chelmsford). N. Chelmsford; 1st Thurs. after 15th; John Burne, S. T., Box 136, W. Chelmsford.
- Paving Cutters No. 20.* W. Chelmsford; 2d Mon.; Gus Swanson, S., Box 63, R. F. D., Westford.
- Quarry Workers No. 98* (North Chelmsford). Town Hall, N. Chelmsford; 3d Mon.; Robert Gunston, S., 20 Middlesex Pk., Lowell.

CHELSEA.

- Carpenters No. 443.* 220 Broadway; Mon.; John J. Goff, S., 18 Bloomingdale St.; Charles Noel, B. A., 81 Grove St.
- Carpenters No. 937* (Hebrew). 108 Park St.; Tues.; H. Burstein, S., 31 Ash St.; K. Disler, B. A., 110 Winisimett St.
- City Employees No. 38.* 15 Fifth St.; 2d Mon.; John J. Callahan, S., 48 Shawmut St.
- Iron Molders No. 129.* 220 Broadway; 4th Fri.; Charles Ballam, S., 124 Union St., Everett.
- Painters, Decorators, and Paperhangers No. 623.* 108 Park St.; Mon.; Louis Katz, S., 69 Walnut St.; David Isenburg, B. A., 32 Everett Av.
- Retail Clerks No. 88.* 1st and 3d Tues.; James H. Hearon, S. T., 86 Central Av.
- Shoe Workers No. 15* (U. S. W.) (Mixed). 15 Meridian St., E. B.; Tues.; Joseph Belin, S. T., 120 Boylston St., Malden; Wm. H. Watson, B. A., 14 Ridgeway St., Lynn.
- Street and Electric Railway Employees No. 240.* K. of C. Hall, Chelsea Sq.; 2d and 4th Tues.; Joseph J. Walsh, S., 50 Fernwood Av., Revere.
- Teamsters No. 242.* 220 Broadway; 1st and 3d Sun.; John J. Diamond, S. T., 96 Webster Av.

Chester.

- Granite Cutters: Chester Branch.* Town Hall; 1st Mon. after 15th; Frank Austin, S.
- Quarry Workers No. 48.* At the Quarry; 2d Tues.; William A. Mitchell, S., R. F. D. No. 3.

CHICOPEE.

- Barbers No. 199.* Red Mens Hall, Main St., Chicopee Falls; Thurs.; N. L. Monat, S., 39 Linden St., Chicopee Falls.
- Bartenders No. 116.* Hibernian Hall, Exchange St.; Sun.; Thomas J. Kaveney, S., 113 Center St.
- Carpenters No. 685.* Market Sq.; Wed.; J. A. Blanchard, S., 189 Centre St.
- Iron Molders No. 117.* 254 Exchange St.; Fri.; M. A. Morrissey, C. R., 39 School St.
- Loomfixers No. 17.* 216 Exchange St.; alt. Fri.; Joseph Delahunt, S., 1 Coolidge Rd.
- Loomfixers No. 381.* C. L. U. Hall, Main St.;

Thurs.; James F. Murphy, S. and B. A., 18 Main St., Chicopee Falls.

Mill Workers Union (Polish) (Chicopee Falls). Thomas Kagan, S., 29 Grove St., Chicopee Falls.

Moving Picture Operators (Chicopee Falls). William F. Mayhew, S., 89 Grove St.

Nappers No. 336 (Chicopee Falls). Foresters Hall, Union St.; 1st and 3d Thurs.; R. F. Lynch, S., 39 Linden St.

Painters, Decorators, and Paperhangers No. 299 (Chicopee Falls). A. O. H. Hall, Exchange St.; Wed.; Paul J. Plant, S., 259 Center St.

Weavers No. 751 (Cotton Mill). Polish Hall, Exchange St.; Wed. and Sat.; John S. Kuvouski, S.; M. A. Morrissey, B. A., 39 School St.

Clinton.

- Barbers No. 652.* 7 High St.; Fri.; Harry O. Winn, S., 27 Laurel St.
- Bartenders No. 272.* Cannon Bldg.; 2d Tues.; Michael J. McNamara, S., 69 Winter St.
- Bricklayers, Masons, and Plasterers No. 23.* Greeleys Blk., High St.; Mon.; John T. Kane, S., 42 Nashua St.
- Carpenters No. 858.* Greeleys Blk., High St.; Thurs.; M. J. King, S., 28 Fairmount St.; John Hanigan, B. A., 98 Front St., Worcester.
- Industrial Workers No. 195.* George Knoer, S., 70 Wilson St.
- Loomfixers No. 81.* Foresters Hall; Tues.; Charles J. Janda, S., 18 Wittig Ct.
- Painters, Decorators, and Paperhangers No. 414.* Johnson Blk.; 2d and 4th Tues.; Thomas W. Downey, S., 65 Park St.; Patrick F. Heagney, B. A., Franklin St.
- Railroad Telegraphers No. 104* (Ayer Division). 119 High St.; alt. 3d Sun. and 3d Sat.; John F. Mullins, S. T., 27 Galen St., Brockton.

Cohasset.

- Carpenters No. 1123.* Bates Hall; Mon.; Louis J. Morris, S., Box 85; L. W. Beedle, B. A., E. Braintree, Mass.

Concord.

- Carpenters No. 1593.* Urquhart Bldg.; Wed.; George E. Macomber, S., 9 Willow St.
- Painters, Decorators, and Paperhangers No. 239.* Carpenters Hall; 1st and 3d Mon.; James J. Mara, S., 34 Bedford St.

Danvers.

- Carpenters No. 950.* Ames Bldg., Maple St.; Wed.; James L. Fullerton, S., 32 Locust St.
- Painters, Decorators, and Paperhangers No. 245.* Carpenters Hall, Maple St.; Mon.; Joseph Prairie, S., 133 High St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Dedham.

- Carpenters No. 892.* Danforth Blk.; Mon.; Charles J. Dwyer, S., Thomas St., E. Dedham.
- Stonemasons No. 42.* Danforth Blk.; 2d Wed. and 4th Thurs.; Thomas J. Murphy, S., 12 Hoyle St., Norwood.
- Street and Electric Railway Employees No. 373.* Odd Fellows Hall; 1st Wed.; Anson R. Williams, S., 55 Loring St., H. P.; John J. O'Neil, B. A.

Easthampton.

- Building Laborers No. 41.* German Hall, Clark St.; 2d Thurs.; Richard Murphy, S. and B. A., Mt. Tom Av.
- Carpenters No. 1372.* German Hall, Clark St.; 2d and 4th Fri.; Raymond T. Parsons, S. and B. A., 83 East St.
- Elastic Goring Weavers (Easthampton Branch).* German Hall, Clark St.; 3d Mon.; Harry Moore, S., 18 Glendale St.

East Longmeadow.

- Quarry Workers No. 30.* Town Hall; 3d Tues.; Gust. B. Nelson, S., Box 272.

Easton (NORTH EASTON).

- Boot and Shoe Workers No. 356 (Mixed) (B. & S. W.).* Kellys Hall, Center St., N. Easton; 4th Mon.; Carl Nyquist, S., 21 Reynolds St., N. Easton; L. A. Bickford, B. A., Washington St., N. Easton.
- Carpenters No. 784.* Spooner Hall, Center St., N. Easton; 2d and 4th Thurs.; Pythias D. Woodworth, S., Center St., N. Easton.
- Painters, Decorators, and Paperhangers No. 728.* Spooner Hall, Center St., N. Easton; 1st Wed.; John F. Barrett, S., Box 287, N. Easton.

EVERETT.

- Carpenters No. 780.* Forresters Hall, Everett Sq.; Wed.; E. C. Jones, S., Box 61; J. A. Corkum, B. A., 78 Ferry St.
- Carpenters No. 569 (Hardwood Finishers).* Daniel I. Collins, S., 173 Bunker Hill St., Charlestown.
- Highway Department Laborers No. 14125.* G. A. R. Hall, School St.; 1st and 3d Sun.; James R. Harrington, S., 238 Vine St.

FALL RIVER.

- Bakers No. 108.* Spinners Hall, Second St.; 2d Sat.; John J. Bruen, S., 578 Second St.
- Barbers No. 331.* Borden Blk., S. Main St.; last Mon.; Thomas M. Martell, S., 823 S. Main St.
- Bartenders No. 99.* Borden Blk.; S. Main St.; Sun.; Patrick J. Mullins, S. and B. A., 96 Canonicus St.
- Bottlers and Drivers No. 159.* Columbian Bldg.,

S. Main St.; Wed.; Fred Daudelin, S., 74 Hathaway St.

Brewery Workers No. 137. Columbian Bldg., S. Main St.; 2d and last Wed.; James E. Greenwood, S., 1691 S. Main St.

Bricklayers, Masons, and Plasterers No. 11. Quinlan Leary Bldg., Hartwell St.; Wed.; Edwin Stephenson, S., 665 Weetamoe St.

Card Room Protective No. 32. Weavers Hall, 142 Second St.; 2d Wed.; James Tansey, S. and B. A., Box 353.

Carpenters No. 223. Talbot Blk., Pleasant and Main Sts.; Fri.; Richard B. Quigley, S., 284 Fountain St.; Alphonse Pariseau, B. A., 838 Pine St.

Carpenters No. 1305 (French). 16 Hartwell St.; Wed.; Joseph Vezina, S., 157 Irving St.; Alphonse Pariseau, B. A., 838 Pine St.

Cigar Makers No. 494. Weavers Hall, 142 Second St.; 4th Thurs.; George B. Pollard, S., 105 Locust St.

City Employees No. 34. Quinlan Leary Bldg., Hartwell St.; Tues.; Timothy Fitzgerald, S., 280 Buffinton St.

City Employees No. 12875. Quinlan Leary Bldg., Hartwell St.; alt. Tues.; Daniel F. Harrington, S., 558 Second St.

Cotton Mule Spinners Association No. 1. Hyde Bldg., 42 Second St.; 2d Wed.; Thomas O'Donnell, S. T., Box 203.

Electrical Workers No. 437. Citizens Savings Bank Bldg.; 1st and 3d Wed.; Myron T. Ashley, S., 489 Jefferson St.

Granite Cutters: Fall River Branch. Weavers Hall, 142 Second St.; Fri. on or after 15th; John Russell, S., 292 Seabury St.

Industrial Workers No. 3072. 271 S. Main St.; 2d Wed.; Adam Zygiel, S., 54 Summer St.

Iron Molders No. 48. St. Marys Hall, Main and Bedford Sts.; 1st and 3d Wed.; William H. J. Allison, S., 145 Adams St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Laundry Workers No. 18. Bartenders Hall; alt. Thurs.; Henry Mattee, S., 511 E. Main St.

Loomfixers No. 35. 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T.

Musicians Protective No. 216. 34 N. Main St.; 2d Sun.; Frank T. Mellor, S., 376 County St.

Painters, Decorators, and Paperhangers No. 75. 21 Granite St.; 1st and 3d Tues.; William Keeley, S. and B. A., 1143 Dwelly St.

Painters, Decorators, and Paperhangers No. 543. 16 Hartwell St.; Thurs.; Edmond Proulx, S., 44 Vale St.

Paving Cutters No. 63. Cherry St. Hall; 2d

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Mon.; William McPherson, S., 45 Quarry St.

Plumbers No. 135. Eagles Hall, S. Main St.; Fri.; Thomas H. Friar, S., 1408 Globe St.

Railroad Trainmen: Mt. Hope Lodge No. 475. K. of P. Hall, Main and Pleasant Sts.; 2d Mon. and 4th Sun.; Peter F. Hanley, S., 1287 N. Main St.

Railway Clerks: Fall River Lodge No. 97. A. O. H. Hall, Columbia Bldg.; 1st and 3d Fri.; John T. Gleeson, S., 139 Oliver St.

Retail Clerks No. 1120. G. A. R. Hall, Bedford and Rock Sts.; 3d Mon.; Oliver D. Brown, S. T., 590 Durfee St.

Retail Clerks No. 1189. Minots Hall, Bassett St.; Wed.; Joseph LaFond, Pres. and Acting S., 259 Harrison St.

Sheet Metal Workers No. 243. Talbot Bldg., 66 S. Main St.; 1st Mon.; Edward Crattree, S., 676 Prospect St.

Slasher Tenders No. 51. Weavers Hall, 142 Second St.; 2d Wed.; William Harwood, S., P. O. Box 221.

Stationary Firemen No. 291. 58 Bedford St.; 1st and 3d Sun.; Daniel P. Shea, S., 371 Fifth St.; John H. Lowney, B. A., 82 Dover St.

Steam Engineers No. 165. St. Marys Hall, Main and Bedford Sts.; 1st and 3d Fri.; Eugene E. Ray, S., 7 Hathaway St.

Stereotypers No. 52. Union Bank Bldg.; 1st Wed.; William F. Lyons, S. T., 127 Brook St., Providence, R. I.

Street and Electric Railway Employees No. 174. Weavers Bldg., 142 Second St.; 2d and 4th Wed.; Jeremiah Malvey, S., 511 Third St.

Theatrical Stage Employees No. 57. Painters Hall, Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.

Typographical No. 161. Citizens Savings Bank Bldg.; 2d Fri.; Wright Turner, S. T., P. O. Box 479.

Weavers No. 1 (Nat. Fed.). 142 Second St.; 2d Thurs.; James Whitehead, S. and B. A., Box 713.

Weavers No. 24 (U. T. W.). Hudner Bldg., 130 S. Main St.; Albert Hibbert, S., Box 742.

Web Pressmen No. 32. Globe Office; 2d Wed.; John Moffitt, Pres., Box 503.

FITCHBURG.

Barbers No. 284. C. L. U. Hall, Wallace Av.; 4th Tues.; Walter L. Remington, S. and B. A., 134 Main St.

Bartenders No. 97. C. L. U. Hall, Wallace Av.; Sun.; William J. Woodcome, S., 45 Clyde St.; Frank H. Hart, Chaplain, Derby House.

Blacksmiths No. 285. 5 Main St.; alt. Wed.; J. Demers, Pres., 75 Daniels St.

Bricklayers, Masons, and Plasterers No. 19. 155 Main St.; Mon.; Charles L. Atwood, S., 19 Payson St.

Car Workers: Bay State Lodge No. 27. F. A. C. Bldg., Wallace Av.; 2d and 4th Fri.; H. W. Whiteway, S., 24 Boylston St.; T. H. Condon, B. A., 67½ Essex St., Salem.

Carpenters No. 778. C. L. U. Hall, 48 Wallace Av.; Thurs.; H. P. Robbins, S., 20 Orange St.

Carpenters No. 1239. Guard of Honor Hall, Clarendon St.; 2d and 4th Wed.; J. Philippe Tousignant, S., 87 Culley St.

Cigar Makers No. 475. Finnish Hall, Wallace Av.; 1st Fri.; John J. Sweeney, S., 160 Water St.

Granite Cutters: Fitchburg Branch. Finnish Hall, Wallace Av.; 1st Thurs. after 15th; James R. McNeil, S. T., 20 Cherry St., Leominster.

Industrial Workers No. 199. Singer Hall; 3d Sun.; Arno Wuench, S., 81 Beach St.

Iron Molders No. 97. 155 Main St.; 1st and 3d Tues.; John C. Demers, S., 34 Walnut St.; Frank J. McGee, B. A., 82 Birch St., Worcester.

Locomotive Engineers: Wachusett Division No. 191. G. A. R. Hall, 129 Main St.; 2d and 4th Sun.; H. E. Parker, S., 18 Harvard St.

Locomotive Firemen and Enginemen: H. P. Littlejohn Lodge No. 410. Red Mens Hall, Laurel St.; 1st and 3d Sun.; Dwight G. Simpson, S., 11 Brigham Pk.; S. N. Lufkin, B. A., 32 Pearl St.

Loomfixers No. 41. St. Joseph Hall; 1st and 3d Fri.; John Heinritz, S., 37 Wall St.

Machinists: Rollstone Lodge No. 409. C. L. U. Hall, Wallace Av.; 1st and 3d Tues.; E. B. Whitney, S., 84 Lawrence St.

Maintenance of Way Employees No. 400. G. A. R. Hall, Main St.; 4th Sun.; Arthur F. Lawrence, S., Box 25; E. F. Doherty, B. A., 51 Willow St.

Musicians No. 173. 42 Main St.; 1st Sun.; R. F. Anders, S., 72 Union St., Leominster.

Painters, Decorators, and Paperhangers No. 175. C. L. U. Hall, Wallace Av.; 2d and 4th Mon.; J. H. Roche, S., 3 Portland St.

Paper Makers No. 12. Unity Hall, Ashburnham St., W. Fitchburg; 1st and 3d Sun.; James Newcombe, S., Eaton St., W. Fitchburg.

Pattern Makers Association (Branch of Worcester). C. L. U. Hall, Wallace Av.; 1st and 3d Fri.; John Munro, S., 21 Pleasant St.

Piece Workers Association. By appointment; Charles H. Lawrence, Pres., 63 Arlington St.; Edward Hibbard, S.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Plumbers No. 92. C. L. U. Hall, Wallace Av.; 2d and 4th Wed.; James F. Kenney, S., 10 Cedar St., Leominster.

Railroad Trainmen: Hoosac Tunnel Lodge No. 93. K. of H. Hall, Main St.; 2d and 4th Sun.; M. W. McInerney, T., 25 Congress St.

Railway Clerks: Wachusett Lodge No. 106. G. A. R. Hall, Main St.; 1st Sun.; F. L. Maxwell, Pres., 45 Mt. Vernon St.; J. H. Sister, B. A.

Railway Conductors No. 146. Red Mens Hall, Cushing St.; 2d Sun.; Spencer Pearson, S. T., 31 Sargent Av.

Retail Clerks No. 1302. 48 Wallace Av.; last Sun.; Miss Jennie Nikula, S., 66 High St.

Stationary Firemen No. 85. C. L. U. Hall, Wallace Av.; 2d and 4th Sun.; Thomas Enwright, S.

Teamsters No. 473. C. L. U. Hall, Wallace Av.; 1st Sun. and 3d Mon.; Mason J. Jones, S. T., 1229 Lunenburg St.

Theatrical Stage Employees No. 86. C. L. U. Hall, Wallace Av.; 3d Sun.; F. J. Charlton, S., P. O. Box 158; E. V. Farwell, B. A., Box 158.

Typographical No. 623. C. L. U. Hall, Wallace Av.; 1st Mon.; W. W. Farnsworth, S. T., 31 Ash St.

Foxborough.

Granite Cutters. Louis W. Curry, Dist. Officer, Foxborough, Mass.

Iron Molders No. 323 (Foxborough and Norwood). Town Hall, Walpole; 1st Fri.; Robert B. Oldham, C. R., 7 Monroe St., Norwood; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Framingham (SOUTH FRAMINGHAM).

Barbers No. 389. 6 Howard St.; last Tues.; William Holden, S.

Boot and Shoe Workers No. 19 (Mixed). Nobscot Blk.; last Thurs.; Thomas E. Mulvey, S., Box 75.

Bricklayers, Masons, and Plasterers No. 51. Union Blk.; Mon.; Thomas B. Mulqueeny, S., 80 Summer St., Natick; John M. Hart, B. A., 24 Fredericks St.

Carpenters No. 860. Union Hall; 1st and 3d Tues.; Robert S. Place, S., Box 1, Framingham.

Machinists: Hopedale Lodge No. 48. By appointment; W. F. Mason, S., 26 Dennison Av.

Musicians No. 393. (See Natick.)

Painters, Decorators, and Paperhangers No. 563. Foresters Hall, Smiths Blk.; 2d and 4th Mon.; O. U. Cheney, S., 14 South St.; F. W. Butler, B. A., 6 Richardson Ct.

Railroad Trainmen: Framingham Lodge No. 236. K. of P. Hall, Smiths Blk.; 1st Sat. and 3d Sun.; Fred Cahill, S., 114½ Hollis St.

Railway Carmen No. 403. Alfred Pearson, S., 14 Grant St., Ashland.

Railway Clerks No. 194. Foresters Hall, Smiths Blk.; 4th Thurs.; Clifton E. Gassett, S. T., 57 Waushakum St.

Teamsters No. 360. A. O. U. W. Social Room, Waverly St.; 1st and 3d Wed.; Harry Walker, S., South St.

Typographical No. 495. 34 Hollis St.; 1st Tues.; C. A. Gray, S. T., 34 Hollis St.

Franklin.

Carpenters No. 102 (Bridge). Hyde Park; 1st Tues.; C. E. Cook, Hill St.

Industrial Workers No. 78. 12 Washington St.; 3d Tues.; Sante Talamini, S., 32 Rays Hill St.

Gardner.

Barbers No. 550. A. O. U. W. Hall; 1st Mon.; F. H. Oakes, S., Baldwinsville, Mass.

Bartenders No. 370. Ryans Hall, Parker St.; 2d Sun.; John W. Rafferty, S., 9 Rich St.

Bricklayers, Masons, and Plasterers No. 44. Ryans Hall, Parker St.; 2d and 4th Wed.; John A. Mulcahy, S., 173 Temple St.

Carpenters No. 570. 42 Parker St.; 1st and 3d Thurs.; John E. Gerrior, S., 430 Parker St.

Molders No. 407. Ryans Hall, Parker St.; 1st and 3d Mon.; John Walters, S., 258 N. Main St.; Frank McGee, B. A., 82 Birch St., Worcester.

Painters, Decorators, and Paperhangers No. 771. Ryans Block, Parker St.; 1st and 3d Fri.; Charles F. Spaulding, S., 150 Parker St.

Stationary Firemen No. 254 (S. Gardner). 79 Winter St.; 1st and 4th Tues.; William M. Tuttle, S., 79 Winter St., S. Gardner.

GLOUCESTER.

Barbers No. 375. Yates Hall, Main St.; 2d Thurs.; James A. Larose, S., 2 Duncan St.

Bartenders No. 151. Eagle Hall, Main St.; 2d Sun.; Wilmot E. Dench, S. T., 253 Main St.

Bricklayers and Plasterers No. 21. 73 Main St.; 1st Wed.; Joseph C. Merchant, 5 Wall St.

Carpenters No. 910. Mansfield Hall, Main St.; 2d and 4th Tues.; Fred A. Gosbee, S., 24 E. Main St.; Joseph Hemeon, B. A., and Clarence H. Moore, B. A., 71 Washington St., Salem.

Cigar Makers No. 324. Teamsters Hall; last Tues.; J. Lewis Urquhart, S., 14 Short St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Electrical Workers No. 699. Yates Hall, Main St.; 1st and 3d Tues.; Sylvester D. Deering, S., 18 Washington St.

Fish Handlers and Splitters No. 14270. Mansfield Hall; 1st and 3d Thurs.; Daniel D. Morrison, S., 23 Highland St.

Granite Cutters: Cape Ann Branch (Gloucester and Rockport). K. of P. Hall, Lanesville; 3d Tues.; Abraham Lurvey, S., 27 Curtis St., Pigeon Cove.

Musicians No. 324 (Gloucester and Manchester). Odd Ladies Hall, Gloucester (nine meetings), and Carpenters Hall, Manchester (three meetings); 2d Sun.; William B. Colby, S., 415 Main St., Gloucester.

Painters No. 176. 191½ Main St.; Fri.; John E. Carrigan, S., 551 Washington St.

Paving Cutters No. 52 (Lanesville). Langsford Hall, Lanesville; 2d Fri.; Carl Bergstrom, Branch S., 976 Washington St.

Plumbers and Steamfitters No. 482. 73 Main St.; 2d and 4th Tues.; H. A. Nichols, S., 23 Wheeler St.

Quarry Workers No. 81. Wainola Hall, Lanesville; 1st Fri.; John Wickey, S., 1072 Washington St., Lanesville.

Sail Makers No. 12751. Yates Hall, Main St.; Wed.; John F. Cooney, S. and B. A., 83 Friend St.

Shoe Clerks No. 572. By appointment; monthly; Robert Broad, S., Pine St.; Lester S. Day, Pres., 45 Western Av.

Street and Electric Railway Employees No. 270. 241 Main St.; 2d Tues.; W. J. Pratt, S., rear 80 Eastern Av.

Teamsters No. 266. Yates Blk., Main St.; 1st and 3d Sun.; Willard F. Mitchell, S. T., Box 63.

Great Barrington.

Bartenders No. 731. 3 Railroad St.; Sun.; John J. Veeley, S., Great Barrington, Mass.

Bricklayers, Masons, and Plasterers No. 49. Sutly Blk., Main St.; 1st and 3d Mon.; Patrick R. Noonan, S., Housatonic, Mass.

Carpenters No. 1045. 17 Bridge St.; 1st and 3d Tues.; Charles H. Bell, S., 631 S. Main St.

Electrical Workers No. 264. (See Pittsfield.)

Painters, Decorators, and Paperhangers No. 627. 3 Railroad St.; Tues.; Thomas L. Teggie, 33 North St.

Greenfield.

Barbers No. 265. 100 Main St.; last Mon.; Walter T. Babino, S., 363 Main St.

Bartenders No. 147. 100 Main St.; last Sun.; Henry L. Russell, S., 3 Mill St.

Boiler Makers and Iron Ship Builders No. 517. Foresters Hall, Bank Row; 2d and 4th Sat.; Robert Milligan, S., 6 North St.

Bricklayers and Plasterers No. 36. Commonwealth Hall, Main St.; 1st and 3d Wed.; Charles S. Shaw, S., Box 316.

Car Workers: Greenfield Lodge No. 109. 100 Main St.; 1st and 3d Mon.; O. R. Bourn, S., 15½ Fort Sq.

Carpenters No. 549. Commonwealth Hall, Main St.; 2d and 4th Thurs.; Will S. Upton, S., 21 Grove St.

Iron Molders No. 347. (See Montague-Millers Falls.)

Locomotive Engineers: Deerfield Valley Division No. 112. K. of P. Hall, Main St.; 2d and 4th Sun.; Edwin Warren, S. T., 26 Riddell St.

Locomotive Firemen No. 549. Commonwealth Hall, Main St.; 1st and 3d Tues.; Percy H. Vickery, S., 44 Davenport Bldg.

Machinists No. 481. Foresters Hall, Main St.; 2d and 4th Tues.; H. E. Totman, S., 3 Bouker St.

Maintenance of Way Employees No. 317. Lambert Hall, Northampton, Mass.; 1st Sat.; Francis Lovenge, S., 41 Chapman St.

Painters, Decorators, and Paperhangers No. 344. Taylor Blk., Main St.; 2d and 4th Fri.; A. J. Strachan, S., 67 Wells St.

Railroad Trainmen No. 426. Foresters Hall, Bank Row; 1st and 3d Sun.; S. H. Davis, T., 37 High St.

Railway Clerks: Greenfield Lodge No. 33. Taylor Block, Main St.; 3d Thurs.; Frank Donovan, S., 38 Federal St.

Steam Engineers No. 410. 236 Main St.; 2d Mon.; Gilbert J. Arms, S., 99 Hope St.

Hamilton.

Carpenters No. 876 (Hamilton and Wenham). Jones Blk.; Wed.; Frank J. Burton, S., Box 3, S. Hamilton.

Hardwick.

Paper Makers: Ware River Lodge No. 42 (Wheelwright). Social Club Hall; 2d Sun.; Frank E. McEvoy, S., Wheelwright, Mass.

HAVERHILL.

Barbers No. 391. 2 Gilman Pl.; 1st Thurs.; John W. Larner, S., 76 Washington St.

Bartenders No. 93. 2 Gilman Pl.; 4th Sun.; Patrick J. Burke, S., 196 Primrose St.

Brewery Workers No. 176. (See Lawrence.)

Bricklayers and Masons No. 17. 3 Bridge St.; Mon.; John Hardiman, S., 55 Laurel Av.

Carpenters No. 82. 2 Gilman Pl.; Tues.; Raymond Lang, S., 3 Summer St.; D. Reynolds, B. A.

Cigar Makers No. 226. 2 Gilman Pl.; 3d Thurs.; Ernest A. Manning, S. T., 138 Essex St.

Cutters No. 63 (U. S. W.). 163 Merrimack St.; Fri.; H. G. Baxter, S. and B. A., 11 Emerson St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- Cutters No. 191* (B. & S. W.). 2 Gilman Pl.; Tues.; Joseph F. Gardner, S. and B. A.
- Cutting Die and Cutter Makers No. 310.* Federation Hall, Phoenix Row; 2d Wed.; Wallace W. Carter, Pres., 26 Lindel St.
- Edgemakers No. 436* (B. & S. W.). 2 Gilman Pl.; Mon.; W. F. Goldthwaite, S. T.
- Electrical Workers No. 470.* 2 Gilman Pl.; Fri.; R. A. Heath, S., 43 How St.
- Hat Finishers Association No. 2, United States Wool.* 2 Gilman Pl.; last Thurs.; Michael I. King, S., 17 Varnum St.
- Horseshoers and Carriage Workers No. 97.* 2 Gilman Pl.; 1st and 3d Mon.; M. F. Galvin, S., 2 Warren St.
- Industrial Workers No. 161* (Hat Makers). 86 Merrimack St.; Sun.; Angel Colocousis, S.
- Industrial Workers No. 169* (Leather Workers). 86 Merrimack St.; Fri.; Angel Colocousis, S.
- Lasters No. 26* (B. & S. W.). 2 Gilman Pl.; Thurs.; W. F. Goldthwaite, S. T.
- Lasters No. 66* (U. S. W.). J. R. Oldham, S., 11 Emerson St.; H. G. Baxter, B. A., 11 Emerson St.
- Laundry Workers No. 144.* 2 Gilman Pl.; 1st Wed.; A. J. Gaouette, S., 28 Lexington Av., Bradford.
- Machine Operators No. 1* (B. & S. W.). 2 Gilman Pl.; 1st and 3d Wed.; W. F. Goldthwaite, S. T.
- Machine Workmen No. 1* (S. W. P.). 163 Merrimack St.; Tues.; S. J. Pothier, S.; J. F. Bowen, B. A.
- Moving Picture Machine Operators No. 256.* (See Lawrence.)
- Musicians No. 302.* 2 Gilman Pl.; Sun.; W. U. Ewing, S., 111 Portland St.
- Packing Room Employees No. 471* (B. & S. W.). 2 Gilman Pl.; Thurs.; W. F. Goldthwaite, S. T.
- Painters No. 517.* 2 Gilman Pl.; 1st and 3d Mon.; Wendell S. Palmer, S., 261 Main St., Groveland; James Cahill, B. A., 45 Moore St.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 486.* 3 Bridge St.; Tues.; William F. Langton, S. T., 134 Water St.
- Retail Clerks No. 691.* 2 Gilman Pl.; Thurs.; E. D. Farr, S., 2 Riverside Av.
- Shoe Packers No. 287.* (See Treers.)
- Sole Leather Cutters and Sorters No. 453* (B. & S. W.). 2 Gilman Pl.; 1st and 3d Tues.; W. F. Goldthwaite, S. T.
- Sole Leather Workers No. 341* (B. & S. W.). 2 Gilman Pl.; 2d and 4th Thurs.; W. F. Goldthwaite, S. T.
- Stationary Firemen No. 307.* 2 Gilman Pl.; 2d Tues.; Wm. A. Clark, S., 62 Washington St.
- Steam Engineers No. 468.* 2 Gilman Pl.; Thurs.; W. H. Parker, S., 252 Salem St., Bradford; E. E. Humphreys, B. A., Byfield, Mass.
- Stitchers No. 6* (Women) (B. & S. W.). 2 Gilman Pl.; 2d and 4th Wed.; W. F. Goldthwaite, S. T.
- Street and Electric Railway Employees No. 503.* 2 Gilman Pl.; last Fri.; Charles A. Shea, S., 110 Washington St., S. Groveland.
- Teamsters No. 327.* 2 Bridge St.; 2d and 4th Wed.; John Macdougall, S., 2 Gilman Pl.
- Theatrical Stage Employees No. 111.* (See Lawrence.)
- Treers No. 287* (B. & S. W.). 2 Gilman Pl.; Mon.; W. F. Goldthwaite, S. T.
- Turn Workmen No. 2* (B. & S. W.). 2 Gilman Pl.; Sat.; W. F. Goldthwaite, S. T.
- Turn Workmen No. 2* (U. S. W.). 163 Merrimack St.; Tues.; S. J. Pothier, S.; J. F. Bowen, B. A.

Hingham.

- Carpenters No. 424.* Ford Bldg.; 2d and last Tues.; Howard Inman, S., Box 113; Leroy W. Beedle, B. A., 208 Allen St., E. Braintree.
- Government Employees Branch No. 12.* A. O. H. Hall; 3d Tues.; Timothy C. Hawkes, S., Beal St., W. Hingham; George R. Cauty, B. A., 20 Highland Av., Roxbury.
- Painters, Decorators, and Paperhangers No. 683.* Carpenters Hall; 2d and 4th Mon.; Arthur D. Hersey, S., Box 372.

Holbrook.

- Boot and Shoe Workers No. 78* (Mixed). Crescent Hall; 1st and 3d Fri.; Frank B. Diman, S. T., L. B. 476.

Holliston.

- Boot and Shoe Workers No. 180* (Mixed). Foresters Hall; 1st Tues.; Frank Cayo, S., Holliston, Mass.

HOLYOKE.

- Bakers No. 96.* 437 High St.; Sat.; Henry R. Pigeon, S., 151 West St.
- Barbers No. 545.* 437 High St.; 1st and 3d Wed.; Henry J. Parent, S., 20 Newton St.
- Bartenders No. 81.* 437 High St.; 1st and 4th Sun.; Joseph P. Sharkey, S. T., 25 Clinton Av.
- Brewery Workmen No. 123.* A. O. H. Hall, Front and John Sts.; 2d and 4th Wed.; Ernest Gerhardt, S., Box 350, Willimansett.
- Bricklayers and Plasterers No. 2.* 290 High St.; Mon.; William Hall, S., 417 High St.
- Building Laborers No. 5.* 288 High St.; Tues.; Frank Mitchell, S., 553 Summer St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Carpenters No. 390 (French). 180 Appleton St.; Thurs.; Marc Mainville, S., 170 Elm St.

Carpenters No. 656 (English). 437 High St.; Mon.; George Lane, S., 38 Essex St.; John Cronin, B. A.

Carpenters No. 1350 (Millwrights and Shop Hands). 437 High St.; Tues.; E. E. Laviolette, S., 246 Dwight St.; John Cronin, B. A.

Cigar Makers No. 51. 180 Appleton St.; 2d Mon.; Charles O. Bernier, S., 9 East St.

Cloth Pressmen No. 746. 189 High St.; 2d and 4th Tues.; Wm. T. Barry, S., 125 Sargent St.

Coal Teamsters and Helpers No. 198. A. O. H. Hall, Front and John Sts.; 1st and 3d Wed.; Patrick J. Murphy, S., 99 Beech St.

Dyers No. 804. 189 High St.; 1st and 3d Tues.; John F. Greaves, S., 297 Elm St.

Electrical Workers No. 707. 205 High St.; 2d and 4th Tues.; F. E. Coward, S., 94 Sycamore St.

Granite Cutters. (See Springfield.)

Industrial Workers No. 205. Turn Hall, Bridge St.; 2d Sun.; Albert Didier, S., 185½ Main St.

Iron Molders No. 115. 180 Appleton St.; 2d and 4th Fri.; P. W. Canfield, S., 106 N. East St.; E. L. Murphy, 116 Winslow Av., Norwood, Mass.

Lathers No. 31. 180 Appleton St.; 1st and 3d Wed.; Jules Vanderwall, S., 61 Bowers St.

Lithographers No. 21. (See Springfield.)

Machinists No. 410. 189 High St.; 1st and 3d Fri.; J. P. Bleasius, S., 34 Hitchcock St.

Mule Spinners. 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.

Musicians Protective No. 144. 344 Dwight St.; Sun.; Fred F. West, S. T., 694 Dwight St.

Painters, Decorators, and Paperhangers No. 253. 437 High St.; 1st and 3d Thurs.; F. W. Wenzel, S., 86 Congress Av.; Louis Anger, B. A., 417 High St.

Paper Makers: Eagle Lodge No. 1. 189 High St.; Sun.; Michael E. Griffin, S., 67 Bond St.

Paper Makers: Eagle No. 1, Division No. 1 (Plater Workers, Mixed). 205 High St.; 1st and 3d Sun.; Miss Irene Moriarty, 211 Lyman St.; W. R. Smith, B. A.

Paper Makers: Eagle No. 1, Division No. 2 (Loft Men). 205 High St.; 1st and 3d Thurs.; T. J. Fitzpatrick, 96 Beech St., Holyoke.

Paper Makers: Eagle No. 1, Division No. 3 (Finishers). 189 High St.; 2d and 4th Sun.; George Wilson, S., 128 West St.; W. R. Smith, B. A., 205 High St.

Pattern Makers Association. (See Springfield.)

Plumbers and Gasfitters No. 233. 189 High St.; 1st and 3d Mon.; Frank R. Elting, S. T., 2 River Ter.; John Cronin, B. A., 437 High St.

Pressfeeders and Helpers No. 8. Arthur Ross, S., 80 Race St.

Printing Pressmen and Assistants No. 45. Telegram Bldg.; 1st Tues.; Wm. J. Spennhauer, S., 55 Sargent St.

Railroad Station Employees No. 19. By appointment; Joseph C. Ford, R. F. D., No. 2.

Railroad Trainmen No. 557. Goodalls Hall, High St.; 1st and 3d Sun.; Edgar Mew, S., 43 Newton St.

Railway Clerks No. 123. 189 High St.; Mon.; M. J. Sullivan, S., 54 Mosher St.; Frank E. Mohan, Pres., 123 Prospect St., Williamansett; J. F. Sullivan, B. A., 74 Center St.

Roofers No. 42, Slate and Tile (Holyoke and Springfield). 437 High St., Holyoke; 2d Fri.; 19 Sanford St., Springfield, 4th Fri.; Robert McCleary, S., 63 Lowell St., Springfield; John Cronin, B. A., 437 High St., Holyoke.

Sheet Metal Workers No. 155. 437 High St.; 1st and 3d Thurs.; Joseph A. Carmel, S., 37 Temple St.

Stationary Firemen No. 4. A. O. H. Hall, Front and John Sts.; Tues.; John Kirbey, T., 200 E. Dwight St.

Steam Engineers No. 466. Mule Spinners Hall; 1st and 3d Wed.; Alcide Vian, S., 46 Center St.

Steam, Hot Water and Power Pipe Fitters and Helpers No. 20. A. O. H. Hall, Front and John Sts.; 1st and 3d Fri.; Charles F. Holmes, S., 260 Walnut St.

Stone Cutters. (See Springfield.)

Stonemasons No. 8. 189 High St.; 1st and 3d Mon.; Patrick T. O'Riley, S. T., 22 Farrington St., S. Hadley Falls.

Street and Electric Railway Employees No. 537. 437 High St.; 2d and 4th Thurs.; Thomas Weir, S., 174 Pleasant St.

Tailors No. 245. 205 High St.; 1st and 3d Mon.; Joseph Milos, Pres., 128 Lyman St.

Theatrical Stage Employees No. 89. 205 High St.; 1st Sun.; Michael J. Crane, S. and B. A., 185 Lyman St.

Typographical No. 253. 189 High St.; Mon.; Charles T. Fahey, S. T., 139 Pine St.

Wire Weavers Benevolent and Protective Association: Eastern Division. (See Springfield.)

Wool Sorters No. 7. 437 High St.; Fri.; John T. Freeman, S., 7 Hampshire St.

Hudson.

Carpenters No. 400. Pythian Hall, Groves Bldg.; 2d and 4th Tues.; Geo. E. Bryant, S., 176 Washington St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Lasters No. 28 (U. S. W.). Bancroft Bldg.; Tues.; James Kelleher, S., River St.
Typographical No. 281. (See Marlborough.)

Hull.

Carpenters No. 1645. Fox Hall; 2d and 3d Wed.; W. W. Reddie, S., Box 118; Leroy W. Beedle, B. A., 208 Allen St., E. Brain-tree.

Huntington.

Paper Makers: Mt. Tekoa Local No. 150. Town Hall; 2d and 4th Sun.; John J. Connor, S., Russell St.

Ipswich.

Carpenters No. 1159. A. O. U. W. Hall, S. Main St.; Fri.; Rodney C. Bamford, S., 47 Washington St.; Clarence H. Moore, B. A., 71 Washington St., Salem.
Clam Diggers No. 14125. Edward T. Wells, S., 50 East St.
Granite Cutters. R. J. Bruce, Shop Steward, 8 Brownville St.
Industrial Workers No. 206. Harold Pingree, S., 29 Union St.

LAWRENCE.

Barbers No. 235. 272 Essex St.; 4th Mon.; Joseph E. Bradley, S., 677 Essex St.; David Spitzburg, B. A., 126 Lawrence St.
Bartenders No. 90. 2 Saratoga St.; 1st and 3d Sun.; Jeremiah P. Sullivan, S., 326 Chestnut St.
Bottlers and Drivers No. 119. Franco-American Hall, Broadway and Lowell Sts.; 1st and 3d Sun.; Alcide P. Casavant, S., 348 Lowell St.; Edward Hayes, B. A., 66 Bromfield St.
Brewery Workmen No. 125. 41 Knox St.; 4th Mon.; Christian Hagen, S., 5 Alvin St.
Bricklayers and Masons No. 10. 238 Essex St.; Wed.; Joseph Holland, S., 14 Margin St.
Building Laborers No. 175. Short and Oak Sts.; Sun.; Guiseppe Salva, S., 197 Oak St.
Building Laborers No. 228. Painters Hall, Broadway; 1st and 3d Wed.; Bernard O'Neil, S., 98 Tremont St.
Carpenters No. 111. 253 Lowell St.; Tues.; Joseph Labelle, S., 1 Cottage Place; A. B. Grady, B. A.
Carpenters No. 551 (French). 253 Lowell St.; Fri.; Samuel Lemay, S., 363 Broadway; A. B. Grady, B. A.
Carpenters No. 1092. 184 Broadway; 1st Thurs.; James R. Menzey, S., Haverhill St.; A. B. Grady, B. A.
Carpenters No. 1566 (German). 44 Park St.; 2d and 4th Wed.; Konrad Wutzgall, 66 Howard St.; A. B. Grady, B. A., 253 Lowell St.

Carpenters No. 1896 (Boxmakers). Franco-American Hall, Broadway and Lowell Sts.; 2d and 4th Tues.; George E. Pelletier, S., 16 Wendell St.; A. B. Grady, B. A., 253 Lowell St.

Coal Teamsters, Chauffeurs, and Helpers No. 646. 321 Common St.; Sun.; Thomas Coakley, S., 5 Fairmont St.

Dyers and Finishers No. 784. 184 Broadway; 1st and 3d Sun.; Herbert Stewart, S.; Fred Wilkinson, Pres., 9 Tenny St.

Engineers No. 737, Amalgamated Society of. Essex House; alt. Tues.; George S. Bowyer, S., 55 Allston St.

Finished Perchers No. 788. 184 Broadway; Tues.; Andrew J. Dunn, S., 13 Falmouth St.

Granite Cutters: Lawrence Branch. Franco-American Hall, Broadway and Lowell Sts.; Tues.; Lemuel A. Henry, Shop Steward, S., 35 Groton St.

Hat Finishers Association No. 4, United States Wool. Essex House; Wed.; Wm. Budd, S. T., 26 ½ Arnold St., Methuen.

Hoisting and Portable Engineers No. 295. 288 Essex St.; Mon.; D. C. Bunker, S., 105 Haverhill St.; Dennis Driscoll, B. A., 8 Tyler St.

Lathers No. 90 (Wood, Wire, and Metal). Saunders Hall; Mon.; Edward Nicholson, Pres.; 74 Union St.

Loomfixers No. 18. 53 Margin St.; 1st and 3d Mon.; Geo. G. Smith, S., 57 ½ Oakland Av., Methuen.

Loomfixers No. 47. 53 Margin St.; 1st and 3d Mon.; Chester Mains, S.

Machinists: Lincoln Lodge No. 172. 292 Essex St.; 1st and 3d Thurs.; C. H. Hoyt, S., Saunders Ct.

Maintenance of Way Employees No. 284. Franco-American Hall, Broadway and Lowell Sts.; 2d Sun.; Patrick Greaney, S. T., 106 Franklin St., Haverhill; John Connolly, B. A., 15 Minot St., Reading.

Molders No. 83. 2 Saratoga St.; 1st and 3d Thurs.; John T. Bradley, S., 100 Park St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture Machine Operators No. 256 (Lawrence and Haverhill). 184 Broadway; F. J. Dowd, S., Broadway Theatre; W. P. Bray, B. A.

Mule Spinners Association No. 7. 184 Broadway; Fri.; Michael Finegan, S., 75 Bromfield St.

Musicians No. 372. 234 Essex St.; 1st Sun.; Max Kreysig, S., 186 Bailey St.

Painters, Decorators, and Paperhangers No. 44. 184 Broadway; Mon.; Thomas B. Yates, S. and B. A., 31 Carleton St., Methuen.

Pattern Makers Association. 184 Broadway;

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

1st and 3d Thurs.; W. M. Priest, S., 73 Abbott St.; Thomas E. Burns, B. A., 190 Farnham St., S. Lawrence.

Pavers No. 48. Charles Hunt, S., 80 Walnut St.

Plasterers No. 102. 288 Essex St.; 2d and 4th Tues.; W. J. Mahoney, S. T., 133 Margin St.

Plumbers and Steamfitters No. 283. 288 Essex St.; 1st and 3d Fri.; Harry Halstead, S. T., 20 Bromfield St.

Printing Pressmen No. 89. Essex House; 1st Wed.; Thomas Hay, S. T., 68 Newbury St.

Railroad Trainmen: Merrimac Valley Lodge No. 688. 288 Essex St.; 2d and 4th Sun.; Chas. W. Morgan, S., 152 Berkeley St.

Railway Clerks: Lawrence Lodge No. 85. Franco-American Hall, Broadway and Lowell Sts.; 1st Thurs.; J. L. Johnson, Pres., 14 Stevens St.

Retail Clerks No. 232. Needham Hall; 2d and 4th Mon.; H. B. Eastman, S., 194 Saratoga St.

Retail Clerks No. 1293. 184 Broadway, Mon.; John E. Huson, S., 16 Camden St., Methuen.

Stationary Firemen No. 18. 184 Broadway; 2d and 4th Wed.; M. J. Haggerty, S., 60 Tremont St.

Street and Electric Railway Employees No. 261. 184 Broadway; 2d and 4th Thurs.; Michael F. Fitzgerald, S. T., 43 Riverview St., N. Andover.

Textile Workers No. 20 (I. W. W.). 182 Lawrence St.; 2d and 4th Wed.; Archie H. Adamson, S., 182 Lawrence St.

Theatrical Stage Employees No. 111. 288 Essex St.; 2d Sun.; T. J. Moriarty, S., 33 Durham St.; J. Callahan, B. A., Opera House.

Typographical No. 51. Board of Trade Rooms, 301 Essex St.; 2d Sun.; Frank Mahoney, S., 67 Avon St.

Warp Preparers No. 786. 171 Arlington St.; 1st and 3d Fri.; James A. Marshall, S., 24 Lake St.

Wool Sorters No. 3. 2 Saratoga St.; 2d and 4th Tues.; George C. Atkinson, S., 14 Dewey St.

Woolen and Cotton Yarn Workers No. 785. 184 Broadway; 1st and 3d Fri.; Francis M. Berry, S., 51 French St., Methuen.

Lee.

Carpenters No. 1427. Foresters Hall, Railroad St.; 2d and 4th Wed.; M. J. Carty, S., Lenox Dale.

Paper Makers: Berkshire Local No. 78. Odd Fellows Hall, Lenox Dale; Sun.; John S. Boyne, S., Box 111, Lee.

Stationary Firemen No. 155. Foresters Hall,

Railroad St.; 1st and 3d Sat.; Justin Ford, S., Box 183.

Stonecutters No. 24. Graham Hall, Railroad St.; 2d Fri.; Walter Walker, S., Housatonic St.

Lenox.

Bricklayers, Masons, and Plasterers No. 16. O'Briens Hall, Lenox Dale; 2d and 4th Thurs.; M. J. Tormey, S., Box 143, Lenox Dale.

Carpenters No. 370. Town Hall; 1st and 3d Tues.; John P. Kirby, S., Box 143.

Painters, Decorators, and Paperhangers No. 378. Town Hall; 1st and 3d Thurs.; Michael B. Leary, S., Box 133; R. O. Martin, B. A., Lenox Dale.

Plumbers and Steamfitters No. 306. Town Hall; 4th Fri.; James B. Murtha, S., Lenox, Mass.

Leominster.

Barbers No. 518. 27 Mechanic St.; 1st Thurs.; William F. James, S., 19 Monument Sq.

Carpenters No. 794. Foresters Hall, Monument Sq.; 1st and 3d Tues.; James R. Lowe, S., 9 off Nelson St.

Carpenters No. 1884 (French). 16 Mechanic St.; 1st Wed.; J. N. Thibaudeau, S., 110 Fifth St.

Typographical No. 623. (See Fitchburg.)

LOWELL.

Barbers No. 323. 22 Middle St.; Mon.; Martin J. Hoar, S., 571 Gorham St.

Bartenders No. 85. Elks Hall, Middle St.; 1st and 3d Sun.; John J. Quirk, S. and B. A., 118 Walker St.

Beer Drivers No. 117. 32 Middle St.; 2d Tues.; John Quigley, S., care of Harvard Brewing Co.

Bottlers No. 190. 22 Middle St.; 2d Mon.; Patrick S. Peppard, S., 43 Blossom St.; Charles Ryan, B. A.

Brewery Workmen No. 318. Plain St. Hall; 2d Sun.; Carl Eslebach, S., 247 Plain St.

Bricklayers No. 31. 32 Middle St.; Fri.; Alexander Ray, S., 58 Seventh St.

Brussels and Wilton Weavers. A. O. U. W. Hall, Middle St.; last Fri.; William Carville, S., 33 Hildreth St.

Building Laborers No. 1. 32 Middle St.; Tues.; Farrel Carney, S., 31 Pleasant St.

Carpenters No. 49. Runels Bldg., Merrimack Sq.; Tues.; B. B. Golden, S., 29 Fulton St.; M. A. Lee, B. A., 48 Fourth St.

Carpenters No. 1468 (Mill Men). Runels Bldg., Merrimack Sq.; 2d and 4th Fri.; Fred Holdsworth, S.; M. A. Lee, B. A., 48 Fourth St.

Carpenters No. 1610 (French). Runels Bldg., Merrimack Sq.; Wed.; Joseph A. Pion, S.,

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- 174 Ennell St.; Michael A. Lee, B. A., 48 Fourth St.
- Cigar Makers No. 255.* 32 Middle St.; 1st Wed.; Thomas F. Garvey, S., 66 Lilley Av.
- City Teamsters No. 87.* 243 Central St.; 1st Fri.; Francis J. Kierce, S. T., 34 Lyon St.
- Cotton Weavers Protective No. 26.* 32 Middle St.; 1st and 3d Mon.; Thomas J. Reagan, S. and B. A., 20 Brookins St.
- Electricians No. 588.* Runels Bldg., Merrimack Sq.; 1st and 3d Fri.; Chester W. MacDonald, Pres., 294 High St.
- Granite Cutters: Lowell Branch.* Good Temp-lars Hall, Gorham St.; last Fri.; John M. Pinardy, S. T., 1023 Gorham St.
- Lathers No. 246.* 32 Middle St.; Mon.; J. D. King, S., 34 Bartlett St.; J. W. Howard, B. A., 38 Nottingham St.
- Leather Workers No. 3.* 243 Central St.; Tues.; William F. Liston, S., 368 Concord St.; Charles Shanley, B. A., 229 Perry St.
- Loomfixers No. 734 (Cotton).* Runels Bldg., Merrimack Sq.; Mon.; Moses L. Daigle, S. T. and B. A., R. F. D. No. 2.
- Machinists No. 138.* 22 Middle St.; 2d and 4th Fri.; Edwin F. Young, S., Box 323.
- Maintenance of Way Employees: Lowell Lodge No. 85.* 15 Palmer St.; 2d Sat.; Albert E. Richardson, S. T., 15 Apple St.
- Metal Polishers and Buffers No. 103.* 32 Middle St.; Tues.; Joseph Carter, S., 130 Hale St.
- Molders No. 85.* 22 Middle St.; 1st and 3d Mon.; Charles E. Anderson, S., 21 Lundberg St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.
- Moving Picture and Projecting Machine Operators Aux. No. 12.* 22 Middle St.; last Fri.; Robert C. Gray, S. and acting B. A., 595 School St.
- Mule Spinners.* 22 Middle St.; 3d Wed.; Joseph F. Ashton, S. T., 32 Middle St.
- Municipal Employees No. 14265 (Laborers).* 32 Middle St.; Frank L. Maloney, S., 177 Summer St.
- Musicians No. 83.* Fiske Bldg.; 2d Sun.; James A. Sheehan, S., 33 Butterfield St.
- Painters, Decorators, and Paperhangers No. 39.* Runels Bldg., Merrimack Sq.; Thurs.; A. C. Barker, S., General Delivery; Arthur W. Goodwin, Pres. and B. A., 251 Appleton St.
- Pattern Makers Association.* (Branch of Boston Association — See Boston.)
- Plasterers No. 45.* 32 Middle St.; 1st and 3d Fri.; Patrick J. Delmore, S., 272 Chelmsford St.
- Plumbers No. 400.* Hennessey Bldg., Central St.; 1st and 3d Fri.; J. Hubert Shepard, S. T., 60 Andrews St.
- Printing Pressmen No. 109.* Spinners Hall, 22 Middle St.; Tues.; James A. Flynn, S. T. and B. A., 12 Cedar St.
- Railroad Station Employees No. 2.* Pilgrim Hall, Palmer St.; 1st Sun.; William J. Flanagan, S. T., 16 Fernald St.
- Railroad Trainmen: Spindle City Lodge No. 233.* I. O. O. F. Hall, 82 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S. and B. A., 165 Walker St.
- Railway Clerks: Lowell Lodge No. 94.* Freight House, Maple St.; 2d Tues.; Joseph L. Cunningham, S. T., 109 Mammoth Rd.
- Railway Clerks: Spindle City Lodge No. 108.* Odd Fellows Hall, Middlesex St.; 1st Mon.; E. W. Shay, S., 75 Foster St.
- Retail Clerks No. 372.* 32 Middle St.; 1st and 3d Thurs.; James J. McCarthy, S. T., 6 Dutton St.
- Sheet Metal Workers No. 242.* Odd Fellows Hall, Middlesex St.; 2d and 4th Tues.; John P. Frawley, S., Lincoln St.; Harry Ogden, Pres. and B. A., 74 Kinsman St.
- Stationary Firemen No. 14.* 22 Middle St.; 2d Thurs. and 4th Sun.; John W. Downing, S. T., 4 W. Eleventh St.
- Steam Engineers No. 352.* Tyler Hall, 71 Central St.; Wed.; Albra W. Hersome, S., Wamesit, Mass.
- Steam, Hot Water and Power Pipe Fitters No. 97.* 32 Middle St.; 2d and 4th Fri.; John F. McLaughlin, S., 151 W. Sixth St.
- Steamfitters No. 499.* Thomas Cooney, S., 19 Rogers St.
- Stereotypers No. 75.* Spinners Hall, Broadway; 1st Tues.; William V. Irvin, S. T., 848 Bridge St.
- Street and Electric Railway Employees No. 280.* Runels Bldg., Merrimack Sq.; 2d and 4th Tues.; Charles A. Gallagher, S., 31 Sarah Av.
- Street and Electric Railway Employees No. 551.* Runels Bldg., Merrimack Sq.; 1st and 3d Fri.; Edward D. Tueke, Jr., S., P. O. Box 175, N. Chelmsford.
- Tailors No. 103.* 32 Middle St.; 1st Tues.; Charles A. Keefe, S., 222 High St.
- Teamsters No. 72.* 243 Central St.; 1st and 3d Tues.; Patrick Hunt, S., 425 Broadway.
- Theatrical Stage Employees No. 36.* 32 Middle St.; 2d Fri.; John Buey, S., Play House Theatre.
- Typographical No. 310.* Runels Bldg., Merrimack Sq.; 2d Sun.; Gabriel Audoin, S., Box 129, N. Chelmsford, Mass.
- Weavers No. 813 (Polish) (U. T. W.).* 22 Middle St.; 3d Sun.; Bartholomew Witkos, S., 33 Front St.
- Wool Sorters No. 5.* 32 Middle St.; 2d and 4th Wed.; Joseph Terry, S. and B. A., 113 Ludlum St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Ludlow.

Textile Workers No. 720 (U. T. W.). Foresters Hall, Indian Orchard; 1st Mon.; Jan Firlitt, S. and B. A., Box 472, Indian Orchard.

Weavers No. 762 (U. T. W.). Foresters Hall, Indian Orchard; Fri.; Joseph L. Savard, S. and B. A., Box 32, Indian Orchard.

LYNN.

Bakers No. 182. 62 Munroe St.; 2d and 4th Sat.; Christopher Kenneally, S., 58 Chatham St., E. Lynn; P. J. Cuffe, B. A., 25 Sargents Ct.

Bakers No. 183 (Hebrew). 91 Blossom St.; 2d and 4th Fri.; J. Latterman, S., 103 Flint St.

Barbers No. 347. 120 Market St.; 2d Wed.; Frank Rogers, S. and B. A., 50A Rockaway St.

Bartenders No. 86. 10 Central Av.; 2d Sun.; John J. Griffin, S. T., 70 Adams St.

Boot and Shoe Workers No. 205 (Mixed) (B. & S. W.). 61 Exchange St.; 1st Thurs.; John D. Dullea, S. and B. A., Box 508.

Bottom Finishers and Buffers No. 21 (U. S. W.). 34 Andrew St.; 2d and 4th Mon.; M. Hennessey, S.; Thomas H. McAuliffe, B. A.

Bricklayers and Plasterers No. 12. 26 Munroe St.; Thurs.; Thomas Gavin, S., 34 Buffum St.; Neil MacDonald, B. A., 62 Munroe St.

Building Laborers No. 290. 26 Munroe St.; Mon.; John Carney, S.; Neil MacDonald, B. A., 62 Munroe St.

Button Hole Operators, Finishers, Buttoners, and Eyeletters No. 38 (U. S. W.). 10 Central Sq.; Fri.; Miss Isabelle Hall, S., 75 Newhall St.; C. W. Kelley, B. A., 172A Washington St.

Carpenters No. 595. 62 Munroe St.; Thurs.; Leonard G. Newman, S., 55 Prospect St.; A. W. Clark, B. A.

Carpenters No. 1767 (Mill Men). 62 Munroe St.; Tues.; C. E. Montgomery, S., 38 Brimblecom St.; A. W. Clark, B. A.

Cement Workers No. 166. 28 Market St.; Tues.; Chas. E. Jefferson, S. T., 63 Verdmont Av., E. Lynn.

Cigar Makers No. 65. Donahue Hall; 1st Wed.; William P. Sterner, S., 91 Willow St.

City Employees No. 600. 120 Market St.; 2d and 4th Mon.; Michael D. Sullivan, S., 97 Adams St.

Cutters No. 62 (U. S. W.). 10 Central Sq.; Thurs.; James P. Coleman, S., pro tem., 3 George St.

Cutters No. 99 (B. & S. W.). 61 Exchange St.; 4th Thurs.; John D. Dullea, S. and B. A., Box 508.

Die Cutters No. 304. 34 Andrews St.; 1st Thurs.; William Toomey, S., 22 Sea St.

Edgemakers Independent No. 1. 93 Munroe St.; Tues.; Patrick Reardon, S., 5 Ellis St.; John J. Gilbo, B. A.

Electrical Workers No. 377. 62 Munroe St.; Mon.; David Duval, Pres., 54 Hamilton Av.; Neil MacDonald, B. A.

Engineers, Amalgamated Society of: Lynn Branch. Columbia Hall, Federal Sq.; alt. Tues.; Frederick Moseley, S., 14 Tidd St., Swampscott.

Goodyear Operators Independent No. 1. 290 Union St.; Tues.; John D. Reardon, S. and B. A., 290 Union St.

Goodyear Operators No. 289 (B. & S. W.). 61 Exchange St.; 3d Fri.; H. P. Chesley, S., Box 508; John D. Dullea, S. and B. A., Box 508.

Granite Cutters: Lynn Branch. 62 Munroe St.; 3d Mon.; Timothy Keane, S., 161 Tracy Av., E. Lynn.

Grocery and Provision Clerks Independent Union. 61 Exchange St., 1st and 3d Tues.; Laurence E. Killian, S., 39 Whiting St.; Benjamin Perry, B. A., 3 Federal Sq.

Heel Workers Independent Union No. 1. 198 Market St.; 1st and 3d Mon.; Joseph A. Cordeau, S. and B. A., 54 Shirley Av., Revere.

Hotel and Restaurant Employees No. 329. 70 Munroe St.; Thurs.; Thomas H. Hanley, S. and B. A., 70 Munroe St.

Industrial Workers No. 209 (Metals and Machinery). By appointment; Tues.; J. H. Peterson, S., 17 Elmwood Av.

Lastmakers No. 14375. L. J. Kennedy, S., 34 Salem St.

Lasters No. 1 (U. S. W.). 34 Andrew St.; Wed.; C. O. Whidden, S.; D. W. Finn, B. A.

Lasters No. 32 (B. & S. W.). 61 Exchange St.; 3d Thurs.; John D. Dullea, S. and B. A., Box 508.

Lasting Machine Operators No. 5 (U. S. W.). 34 Andrew St.; Tues.; Thomas H. McAuliffe, B. A.

Lathers No. 99. 62 Munroe St.; Wed.; F. S. Staples, S. and B. A., 45 Colonial Av.

Levellers No. 13 (U. S. W.). 34 Andrew St.; Mon.; James Whelan, S.; Thomas H. McAuliffe, B. A.

Machinists No. 471. 35 Munroe St.; Wed.; George Kirk, S., 115 Chatham St.; Roscoe L. Hall, B. A.

Molders No. 103 (Lynn and Salem). 71 Washington St., Salem; 2d Thurs.; W. A. Glidden, S., 5 Liberty Hill Av., Salem.

Moving Picture Machine Operators No. 245. 34 Andrew St., Lynn, and 71 Washington St., Salem; 1st Sun.; Harlan A. Cole, S. T. and B. A., 4 Willow St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Musicians No. 126. 46 Central Sq.; 2d and 4th Sun.; E. E. Andrews, S., 95 Park St.

Packing Room Workers No. 8 (U. S. W.). 10 Central Sq.; Fri.; Wm. J. Collins, S. and B. A., 10 Central Sq.

Painters, Decorators, and Paperhangers No. 111. 127 Oxford St.; Wed.; I. W. York, S.; Neil MacDonald, B. A., 10 Gertrude St.

Photo-Engravers No. 55. By appointment; 1st Mon.; Howard A. Hastings, S., 120 Beacon Hill Av.

Plumbers No. 77. 62 Munroe St.; Fri.; Joseph P. Curry, S., 447 Summer St., W. Lynn; Neil MacDonald, B. A.

Railway Clerks: Shoe City Lodge No. 95. Freight Office, W. Lynn; Tues.; John H. Linehan, S., 15 Salem St., Salem.

Roofers Nos. 19 and 36 (Joint Union). 127 Oxford St.; 2d and 4th Thurs.; Fred B. Perry, S., 154 Rockaway Pl.; Neil MacDonald, B. A., 62 Munroe St.

Sheet Metal Workers No. 217. 46 Central Av.; 1st, 3d, and 5th Thurs.; Irving G. Bowden, T., 36 Orchard St., W. Lynn; Neil MacDonald, B. A., 62 Munroe St.

Shoe Pattern Makers No. 57 (U. S. W.). E. R. Whitehouse, S., 316 Lynnfield St.

Shoe Stitchers No. 57 (U. S. W.). 10 Central Sq.; Wed.; Miss Lulu Tolan, S., 15 Pacific St.; C. W. Kelley, B. A., 172A Washington St.

Shoe Workers No. 54 (Mixed) (U. S. W.). 34 Andrew St.; Thurs.; Wm. J. Collins, S. and B. A., 10 Central Sq.

Sole Leather Workers No. 58 (U. S. W.). August Foster, B. A., 10 Central Sq.

Stationary Firemen No. 299. 62 Munroe St.; 2d and 4th Thurs.; Herbert C. Floyd, S., Daisy Cottage, High Rock, Lynn; Charles Babcock, B. A., Acorn St.

Steam Engineers No. 52. 62 Munroe St.; Thurs.; H. B. Brown, S., 15 Pinkham Pl.; Neil MacDonald, B. A., 62 Munroe St.

Steamfitters and Helpers No. 277. 127 Oxford St.; 1st and 3d Mon.; C. P. Hoyt, S. T., 23 Essex St., Swampscott; Neil MacDonald, B. A., 62 Munroe St.

Stitchers No. 17, McKay (U. S. W.). 34 Andrew St.; Fri.; David Noonan, S., Pleasant St.; Wm. J. Collins, B. A., 10 Central Sq.

Stitchers No. 108 (B. and S. W.). 61 Exchange St.; 2d Thurs.; Miss Maria Butler, S.; John D. Dullea, S. and B. A., Box 508.

Stockfitters No. 68 (U. S. W.). 120 Market St.; Fri.; Joseph F. Parks, B. A., 32 Stewart St.

Stonemasons No. 35. 127 Oxford St.; Tues.; John J. Mara, S., 72 Collins St.; Neil MacDonald, B. A., 62 Munroe St.

Street and Electric Railway Employees No. 238. 62 Munroe St.; 1st and 3d Tues.; Lee K. Griffin, S., 17 Wentworth Pl., E. Lynn; William French, B. A., 28 Deer Park, W. Lynn.

Tailors No. 203 (Special Order Workers). 110 Shepard St.; B. Esxovitz, S., 110 Shepard St.

Teamsters Protective No. 42. 70 Munroe St.; Mon.; Lyman W. Stevens, S., 848 Washington St.; Wm. A. Nealey, S. T. and B. A.

Telephone Operators: Sub Local No. 1 of Electrical Workers No. 377. 62 Munroe St.; 1st and 3d Tues.; Miss Grace McNally, Pres., 25 Archer St., E. Lynn.

Theatrical Stage Employees No. 73. 34 Andrew St.; 3d Sun.; Charles I. Snowdon, S.; 41 Harwood St.

Turn Workmen No. 3 (S. W. P.). 85 Munroe St.; S. J. Pothier, S. T., 163 Merrimack St., Haverhill; J. F. Bowen, B. A., 163 Merrimack St., Haverhill.

Typographical No. 120. 61 Exchange St.; 1st Sun., Oct. to March; 1st Mon., April to Sept.; Thos. J. Minton, S., 34 Herbert St.

MALDEN.

Carpenters No. 625. 56 Pleasant St.; Tues.; A. Everett Jones, S., 670 Broadway; M. A. Nicholson, B. A., 839 Salem St.

Cigar Makers No. 97. (See Boston.)

City Employees No. 100. (See Stoneham.)

City Employees No. 156 (Park Department). 263 Charles St.; 4th Sun.; John J. Cronin, S., 233 Emerald St.

Coal Teamsters and Helpers No. 314. 263 Charles St.; 2d Fri.; Patrick Courtney, S. T., 290 Charles St.

Electrical Workers No. 103 (Insidemen). (See Boston.)

Painters, Decorators, and Paperhangers No. 346. Bailey Blk.; 2d and 4th Wed.; Daniel O'Leary, S., 52 Maple St., Melrose.

Plumbers No. 145. K. of C. Hall, Pleasant St.; 2d and 4th Fri.; F. D. McCarthy, S., 16 Harris St.

Sheet Metal Workers No. 415. 56 Pleasant St.; 1st Fri.; J. W. Patterson, S., Stoneham, Mass.

Stonemasons No. 37. 56 Pleasant St.; 1st and 3d Mon.; Thomas Driscoll, S., 328 Washington St.

Teamsters No. 319, City. 86 Pleasant St.; Mon.; John M. Foran, S., 17 Crawford St.

Manchester.

Carpenters No. 924. Carpenters Hall, Central St.; Fri.; John G. Gillies, S., 119 Pine St.

Musicians No. 324. (See Gloucester.)

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Painters, Decorators, and Paperhangers No. 797. Carpenters Hall, Central St.; Mon.; Chas. W. Sawyer, S., 7 Vine St.

Mansfield.

Carpenters No. 1654. Wilson Hall; 2d and 4th Thurs.; E. C. Coddington, S., 202 Central St.

Marblehead.

Carpenters No. 962. 43 Pleasant St.; Mon.; E. F. Nichols, S., 15 High St.; Clarence H. Moore, B. A., 71 Washington St., Salem.

Lasters No. 35 (U. S. W.). 1 School St.; Thurs.; John Coogan, S., 29 Barnard St.; Patrick J. Buckley, B. A., 51 Broad St., Salem.

Painters No. 799. 1 School St.; Fri.; Matthew G. Kirwan, S., 19 Village St.; James Hemeon, B. A., 71 Washington St., Salem.

Turn Workmen No. 4 (S. W. P.). 100 Pleasant St.; Wed.; S. J. Pothier, S. T., 163 Merrimack St., Haverhill; J. F. Bowen, B. A., 163 Merrimack St., Haverhill.

Teamsters Protective No. 455. Atlantic Av.; Wed.; Thomas H. Rhoades, S., 30 Elm St.; William A. Nealey, B. A., 18 School St., Lynn.

Marion.

Carpenters No. 1501. Club Hall, Marion Centre; Wed.; Ernest S. Clark, S., Box 368; William Gammons, B. A.

MARLBOROUGH.

Bartenders No. 92. Burke Bldg., Main St.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.

Boot and Shoe Workers No. 59 (Mixed). Burke Bldg., Main St.; Fri.; William H. Kelleher, S., 18 Burke Bldg.

Bricklayers, Masons, and Plasterers No. 43. Burke Bldg., Main St.; Thurs.; W. M. Leonard, S., 37 Central St.

Carpenters No. 988. 200 Main St.; 2d and 4th Tues.; Albert C. Perry, S., 93 Prospect St.

Cigar Makers No. 21. Burke Bldg., Main St.; 1st Mon.; Edgar Crannell, S. T., 165 E. Main St.

Cutting Die and Cutter Makers No. 302. Burke Bldg., Main St.; Wed.; Luke Collins, 66 Devens St.

Granite Cutters. M. W. Mitchell, Dist. Officer, 70 E. Main St.

Musicians Protective No. 246. Burke Bldg., Main St.; 2d Sun.; Harry E. Brigham, Pres., 28 Cotting Av.; J. J. Bradley, S., 180 Elm St.

Painters, Decorators, and Paperhangers No. 561. Burke Bldg., Main St.; Fri.; John G. Davis, Treas., 117 Pleasant St.

Plumbers and Steamfitters No. 131. Burke Bldg., Main St.; 2d and 4th Tues.; H. M. Byrne, S., 58 Water St.

Sheet Metal Workers No. 129. Burke Bldg., Main St.; 1st and 3d Thurs.; Louis E. Burness, S., 277 Mechanic St.

Typographical No. 281 (Marlborough and Hudson). 208 Main St.; 1st Mon.; J. Vincent Lyons, S. T.

Maynard.

Carpenters No. 1418. Masonic Hall; 1st and 3d Fri.; George C. Hyndman, S., Box 301.

Mule Spinners No. 787. Odd Fellows Hall; 3d Tues.; Edward J. Wooldridge, Treas., 33 Concord St.

Textile Workers No. 771. Parker St. Hall; 1st Thurs.; A. J. Lindfors, S., 12 Hayes St.

MEDFORD.

Carpenters No. 777. Red Mens Hall; Wed.; Alfred Lord, S., 79 Water St.

Painters, Decorators, and Paperhangers No. 605. 28 Main St.; Thurs.; William F. Sheehan, S., 39 Grant Av.

MELROSE.

Carpenters No. 760. Fraternity Hall; Tues.; H. H. Gove, S., 87 Summer St., Stoneham; John G. Cogill, B. A., 3 Glen Ct., Malden.

Methuen.

Carpenters No. 1215. Odd Fellows Blk.; 1st Fri.; Benjamin G. McCoy, S., 20 Barker St.; Alexander B. Grady, B. A., 253 Lowell St., Lawrence.

Middleborough.

Boot and Shoe Workers No. 20 (Mixed). 10 S. Main St.; Tues.; Elmer E. Phinney, S. T., 40 School St.; S. L. Brett, B. A., Rock St.

Carpenters No. 1271. Robinson Hall, N. Main St.; 1st and 3d Tues.; Louis D. Churbuck, S., 2 High St.; William S. Anderson, B. A., 102 Pearl St.

Musicians No. 491. 10 S. Main St.; 1st and 3d Wed.; Harry Belmont, S., 84 Oak St.

Middlefield.

Paper Makers (Bancroft). John Church, Bancroft, Mass.

Milford.

Barbers No. 144 (Journeyman). 101 Main St.; last Tues.; Henry Autrobus, S. T., 170 Main St.

Bartenders No. 96. 147 Main St.; 1st Sat.; William H. Curtin, Pres., 25 Leonard St.

Boot and Shoe Workers No. 40 (Mixed). Elks Hall, Gillon Blk.; Mon.; John F. Reardon, S., 5 Gillon Blk.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Bottlers and Drivers No. 180: Branch 1. Richard Tatten, S., 31 Central St.

Carpenters No. 867. 101 Main St.; 1st and 3d Tues.; James W. Smith, S., 39 Prospect St.; John Hanigan, B. A., 20 Madison St., Worcester.

Cigar Makers No. 160. 101 Main St.; 1st Mon.; Walter Wall, S., Box 162.

Granite Cutters: Milford Branch. 103 Main St.; 1st Fri. after 15th; Charles J. Sangster, S., 112 West St.

Machinists: Hopedale Lodge No. 48. (See Framingham.)

Painters, Decorators, and Paperhangers No. 216. 101 Main St.; 2d and 4th Mon.; John Grant, S., 23 Emmons St.

Plumbers No. 546. 147 Main St.; Tues.; Arthur J. Laviolette, S., 4 Burns Ct.

Quarry Workers No. 71. 147 Main St.; Fri.; John McRae, S., 22 Pleasant St.

Steam Engineers No. 73. 103 Main St.; 2d Fri.; William F. McAvoy, S., 4 Myrtle St.

Millers Falls. (See MONTAGUE.)

Milton.

Carpenters No. 1738. Johnstons Blk., Adams St.; Mon.; W. E. Webb, S., 93 Parkway, Mattapan.

Monson.

Granite Cutters: Monson Branch. A. O. U. W. Hall, Main St.; 3d Fri.; Thomas Purcell, S., Monson, Mass.

Montague.

(MILLERS FALLS and TURNERS FALLS).

Iron Molders No. 347 (Millers Falls). A. O. H. Hall, Turners Falls; 3d Mon.; C. E. Shea, S., Box 133, Millers Falls; E. L. Murphy, B. A., 116 Winslow Av., Norwood, Mass.

Machinists No. 132 (Millers Falls). Society Hall; 2d and 4th Tues.; E. A. Parsons, S., Millers Falls.

Metal Polishers, Buffers, and Platers No. 174 (Millers Falls). Wheeler Hose House; 2d Fri.; Daniel C. Donohue, S., 30 Franklin St., Millers Falls.

Paper Makers No. 10 (Turners Falls). A. O. H. Hall; Sun.; S. D. Emery, Jr., S., Box 157, Turners Falls.

Pulp, Sulphite, and Paper Mill Workers No. 48 (Turners Falls). A. O. H. Hall; 2d and 4th Sun.; Benjamin I. Eddy, S. and B. A., Turners Falls.

Stationary Firemen No. 83 (Turners Falls). Hamblins Hall; 2d and 4th Sun.; Joseph Brigham, S., Box 675, Turners Falls.

Nahant.

Carpenters No. 1324. Town Hall; 2d and last Wed.; James Dick, S., 14 Tudor Rd.

Town Employees No. 655. Town Hall; 3d Tues.; Edward J. Hyde, S., Nahant Rd.

Natick.

Boot and Shoe Workers No. 244 (Mixed) (B. & S. W.). 11 Main St.; 1st and 3d Thurs.; James J. McGrath, S., 12 Floral Av.

Carpenters No. 847. 4 Main St.; Mon.; Willis N. Fleming, S., 5 Clarks Blk.; George Clews, B. A., 14 Western Av.

Lasters No. 60 (U. S. W.). M. J. Dee, S., 30 Walnut St.

Musicians No. 393. Winch Bldg., Main St. and South Av.; 2d Sun.; D. C. Ryan, S. T., 3 Winnemay St.

Plumbers and Steamfitters No. 448. 25 S. Main St.; 1st and 3d Thurs.; S. Edgar Knowlton, S., 65 N. Main St.

Sheet Metal Workers No. 200. 16 Main St.; 2d Mon.; J. B. Moulton, Pres., 4 Bellevue Rd.; I. E. Wallace, S., 25 Sherman St.

Shoe Workers No. 64 (Mixed) (U. S. W.). Rices Blk., Main St.; Tues.; Charles W. Brown, S., 9 Tibbetts St.

Teamsters Protective No. 326. 4 Main St.; 2d and 4th Mon.; H. A. Gurney, S. T., 236 N. Main St.

Needham.

Carpenters No. 693. G. A. R. Hall; Tues.; Frank E. Jones, S., Box 27, Needham Heights; George Clews, B. A., 14 Western Av., Natick.

NEW BEDFORD.

Bakers No. 95. German Hall, Adams St.; 2d and 4th Sat.; J. B. Holmes, S. and B. A., 661 County St.

Barbers No. 447. 138 Pleasant St.; 3d Mon.; Philip Monty, Jr., S. and B. A., 662 Purchase St.

Bartenders No. 100. Dawson Bldg.; 1st and 3d Sun.; Michael H. Sullivan, S. and B. A., 17 Trinity St.

Boot and Shoe Workers No. 238 (Mixed) (B. & S. W.). 138 Pleasant St.; 2d Wed.; George H. McCulloch, S., 72 Mt. Pleasant St.

Bottlers No. 224. Dawson Bldg.; 1st and 3d Wed.; Dennis F. Sullivan, S., 208 State St.

Brewery Workmen No. 197. 14 Adam St.; 2d Tues. and last Mon.; Albert H. Krapf, S., 1101 County St.

Bricklayers and Plasterers No. 39. 193 Union St.; Wed.; Jesse F. Metcalf, S., 224 Arnold St.

Card Pickers and Ring Spinners Protective Association No. 36. 62½ Purchase St.; 2d and 4th Tues.; Thomas Blacow, S., 34 Stapleton St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Carpenters No. 1021. 193 Union St.; Mon.; D. A. Houle, S., 187 Collette St.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1287. 193 Union St.; Tues.; George F. Curry, S., 19 Columbia St.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1733. 193 Union St.; Joao F. Silvia, S., 216 Fourth St.; William Nelson, B. A., 728 Kempton St.

City Employees No. 185. 138 Pleasant St.; Nov. 1 to May 1, 2d and 4th Sun.; John F. Andrews, S., 83 Morgan St.

Dresser Tenders (U. T. W.). E. H. Yelle, S., 166 Hathaway Av.

Engineers, Amalgamated Society of: New Bedford Branch. 138 Pleasant St.; Tues.; Mark Redfern, S., 170 Ashland St.

Flint Glass Workers No. 17. 138 Pleasant St.; 1st Mon.; Thomas S. Krick, 236 Union St.

Flint Glass Workers No. 113. 138 Pleasant St.; 1st and 3d Wed.; John Banks, S., 596 Hathaway Rd.

Granite Cutters: New Bedford Branch. 138 Pleasant St.; Thurs. on or after 15th; James W. Grewcock, S., 14 Stone St.

Hoisting and Portable Engineers No. 135. 138 Pleasant St.; 1st and 3d Thurs.; Edward McWhinnie, S., 34 Crapo St.; Edward McAloon, B. A., Cottage St.

Iron Molders No. 363. 138 Pleasant St.; 1st and 3d Fri.; Joseph E. Johnson, C. R., 99 Holly St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Lasters No. 27 (B. & S. W.). 62½ Purchase St.; Wed.; George S. Metcalf, S. T., Yates St., Acushnet.

Loomfixers Association. 193 Union St.; 2d Fri.; John Hobin, S. and B. A., 52 Pleasant St.

Mule Spinners No. 2. 62½ Purchase St.; 3d Tues.; Samuel Ross, S., Box 367.

Musicians Protective No. 214. 138 Pleasant St.; Sun.; John Anderson, S., 354 Allen St.

Painters, Decorators, and Paperhangers No. 691. 62½ Purchase St.; Tues.; A. E. Wilkinson, S. and B. A., 379 Cedar St.

Plumbers No. 53. 138 Pleasant St.; 2d and 4th Wed.; James F. Collins, S., 27 Trinity St.; John H. Lowney, B. A., 540 N. Front St.

Railroad Station Employees: Old Colony Lodge No. 27. Joseph Hero, S., 746 Purchase St.

Railway Clerks No. 68. 138 Pleasant St.; 2d Fri.; J. H. Handley, S. T., 270 Pleasant St.

Sheet Metal Workers No. 289. 138 Pleasant St.; 3d Mon.; James H. Nelson, S., 146 Collette St.

Shoe Stitchers and Cutters No. 243 (B. & S. W.). 138 Pleasant St.; 2d Mon.; George McCarthy, S., 52 Maxfield St.

Stationary Firemen No. 294. 62½ Purchase

St.; Fri.; Robert Wilson, S. T., 29 Valentine St.

Textile Workers No. 157 (I. W. W.). 45 Delano St.; last Wed.; J. S. Biscay, S., 45 Delano St.

Theatrical Stage Employees No. 131. 138 Pleasant St.; 2d Sun.; Joseph Frates, S., 352 County St.; Michael Cantwell, B. A.

Theatrical Stage Employees Aux. No. 18 (Moving Picture Machine Operators). 138 Pleasant St.; alt. Tues.; Joseph Frates, S., 352 County St.

Typographical No. 276. 138 Pleasant St.; last Sun.; Michael C. Austin, S., 193 Park St.

Warp Twisters. 138 Pleasant St.; Mon.; James A. Stephenson, S., 60 Peckham St.

Weavers Protective Association No. 2 (Cotton). 138 Pleasant St.; 2d Tues.; Francis J. Duffy, Jr., S. and B. A., 46 Grant St.

NEWBURYPORT.

Bartenders No. 91. 12 State St.; 2d Sun.; John F. Mahoney, S., 1½ Olive St.

Bricklayers, Masons, and Plasterers No. 41. 12 State St.; 2d and 4th Fri.; Frank W. Marshall, S., 13 Eagle St.

Carpenters No. 989. 12 State St.; Thurs.; Marshall Jolotta, S., 10 Chestnut St.

Cutters No. 65 (U. S. W.). 12 State St.; Tues.; Ferdinand Pollard, S., 15 Hancock St.

Iron Molders No. 474. 39 Pleasant St.; 3d Wed.; William R. Maguire, S., 111 Merrimac St.

Musicians Protective No. 378. 13½ Merrimac St.; on call of Pres.; Thomas W. Knight, S. T., 2 Woodland St.

Painters No. 582. 12 State St.; Wed.; James Harker, S., 6 Tremont St.

Typographical No. 686. 15 Inn St.; 1st Tues.; Daniel Foster, S. T., 241 Merrimac St.

NEWTON.

Bricklayers and Masons No. 32. Nonantum Hall, Washington St.; Mon.; Michael J. Rourke, S., 26 Crafts St., Newtonville.

Building Laborers No. 70. Nonantum Hall, Washington St.; Tues.; P. Foran, S., 204 River St., W. Newton.

Carpenters No. 275. Nonantum Hall, Washington St.; Tues.; Clarence L. Connors, S., 118 Rutland St., Watertown.

Carpenters No. 680 (Newton Centre). 78 Langley Road; Tues.; W. E. Cortum, S., 14 Lyman St.

Carpenters No. 703 (West Newton). 1156 Walnut St.; Fri.; D. M. Chandler, S., Box 55, W. Newton.

Carpenters No. 1600 (Mill) (W. Newton). Nonantum Hall, Washington St. cor. Center; Wed.; J. Patchett, S., 15 Jerome Av., W. Newton.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

City Employees No. 175. Nonantum Hall, Washington St.; 1st Sun. and 3d Fri.; J. Ford, S., 40 Alden Pl., W. Newton.

Painters, Decorators, and Paperhangers No. 362. 1301 Washington St., W. Newton; 2d Mon.; James P. Davis, S., 23 Cherry Pl., W. Newton.

Painters, Decorators, and Paperhangers No. 545 (Newton Centre). 195 Cypress St., Newton Centre; Thurs.; Frank A. Mahaney, S.

Plumbers No. 201. A. O. U. W. Hall, W. Newton; 2d and 4th Thurs.; M. J. O'Connell, S. T., 243 Cherry St., W. Newton.

NORTH ADAMS.

Barbers No. 126. 101 Main St.; last Tues.; P. H. Nagle, S., 44 Eagle St.

Bartenders No. 125. 101 Main St.; 1st Sun.; R. W. Irvin, S., 53 Holden St.; T. Fitzgerald, B. A., Bracewell Av.

Bootblacks Protective No. 11334. 70 Main St.; 1st Mon.; Michael Fressola, S., 297 Walnut St.

Bricklayers, Masons, and Plasterers No. 18. Dowlin Blk., Main St.; Mon.; G. C. Bouchard, S., 4 Richview St.

Carpenters No. 193. Dowlin Blk., Main St.; Wed.; S. H. Crum, S., 291 Ashland St.

Cigar Makers No. 206. Dowlin Blk., Main St.; 1st Tues.; E. R. Stein, S. T., 15 Highland Av.

Horseshoers No. 91. 101 Main St.; 1st and 3d Fri.; Edward F. Morrissey, S., 66 Cliff St.

Industrial Workers No. 159. Moquin Hall; Thurs.; James Smyth, S. T., 20 Center St.

Lasters No. 165 (B. & S. W.). Dowlin Blk., Main St.; 2d Tues.; Patrick F. Driscoll, S., 112 Liberty St.

Loomfixers No. 38. St. Jean Hall, Bank St.; 2d and 4th Wed.; William Elliman, S., 22 Adams St.

Maintenance of Way Employees No. 278. 31 Eagle St.; 2d Sat.; Dennis Scully, S. T., Box 73.

Molders No. 300. C. L. U. Hall; 1st Fri.; Louis LaDame, C. R., 278 Houghton St.; Frank J. McGee, B. A., 82 Birch St., Worcester.

Musicians No. 96. 101 Main St.; 1st Sun. in Jan. and each quarter; Byron G. Briggs, S., 49 Summer St.

Painters, Decorators, and Paperhangers No. 2. Dowlin Blk., Main St.; Mon.; Charles C. Murphy, S., 53 Chase Av.

Plumbers No. 578. 101 Main St.; 1st and 3d Fri.; W. Weazie, S., Hudson St.

Railroad Station Employees No. 13. 93 Main St.; last Thurs.; Thomas Lunney, S., 17 Beacon St.

Railroad Telegraphers: No. Adams Division No. 139. I. O. O. F. Hall, Main and State

Sts.; 2d Sat.; H. F. Cook, S. T., Charle-
mont, Mass.

Shoe Cutters No. 163 (B. & S. W.). Dowlin Blk., Main St.; 2d and 4th Fri.; Charles J. Hager, S. T., 26 Hall St.

Sole Fasteners No. 201 (B. & S. W.). Dowlin Blk., Main St.; 2d Tues.; E. G. Sprague, S., 15½ Eagle St.

Stationary Firemen No. 100. 101 Main St.; 1st Thurs. and 4th Sun.; Emile Fournier, S., 139 E. Quincy St.

Steam Engineers No. 345. Park St., Adams; 2d Fri.; Wilfred J. Belanger, S. T., 435 East St., Pittsfield.

Steam, Hot Water and Power Pipe Fitters and Helpers No. 38. (See Pittsfield.)

Stitchers No. 285 (B. & S. W.). Hoosac Savings Bank Blk.; 1st Mon.; Mrs. Anna Potter, S., 157 River St.

Stock Fitters No. 297 (B. & S. W.). Dowlin Blk., Main St.; Mon.; John F. Flaherty, S. T., 29 High St.

Tailors No. 353. Mansion House; 2d Mon.; P. H. Egnateff, S., Box 452.

Theatrical Stage Employees No. 83. 101 Main St.; 1st and 3d Sun.; Jerry Mead, S. and B. A., 111 Ashland St.

Treers No. 212 (B. & S. W.). 101 Main St.; 2d Fri.; Tibbetts M. Northrup, S., 40 Jackson St.

Typographical No. 316. Dowlin Blk., Main St.; 2d Tues.; Robert Tudor, S. T., Box 384.

NORTHAMPTON.

Barbers No. 34. Board of Trade Rooms; Wed.; Thomas P. D. Gordon, S., 26 Pleasant St.

Bartenders No. 113. 58 Main St.; 2d Sun.; Michael J. O'Neill, S. T. and B. A., Hotel Beckmore.

Bricklayers and Plasterers No. 4. 92 Main St.; 2d and 4th Mon.; C. B. Macomber, S., 26 N. Elm St.

Carpenters No. 351. K. of P. Hall; 1st and 3d Fri.; James J. Sullivan, S., 349 Prospect Heights; George Droulette, B. A., 28 Myrtle St.

Cigar Makers No. 396. Board of Trade Rooms; Philip Benjamin, S., Box 34.

Electrical Workers No. 710. A. O. H. Hall, Main St.; 2d and 4th Thurs.; Edward O'Neill, S. and B. A., 24 Armory St.

Iron Molders No. 295. Davis Hall; 1st Mon.; Frank J. Hunt, C. R. and B. A., 53 Main St., Florence.

Metal Polishers No. 139 (Bay State). German Hall, Bay State; 2d and 4th Tues.; Joseph E. Svoboda, S., 139 Federal St.

Musicians Protective No. 220. Pleasant St.; Frank J. Lizotte, S., 21 Brewster Ct.

Painters No. 646. A. O. H. Hall; 1st and 3d

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Tues.; J. F. Downer, S., Haydenville, Mass.; J. Bouetellette, B. A.

Plumbers, Steamfitters, and Gasfitters No. 64. 88 Main St.; 1st and 3d Mon.; Joseph Brigham, Jr., S., 45 Eastern Av.; Joseph A. Lepine, B. A., 27 Williams St.

Pulp, Sulphite, and Paper Mill Workers No. 7. A. O. H. Hall, Main St.; 2d Tues. and 4th Sun.; John T. Londergan, Pres. and B. A., 265 State St.

Railroad Station Employees No. 21. Local Freight House; 4th Sat.; Timothy Keefe, S., 31 Perkins Av.

Railroad Trainmen: Meadow City Lodge No. 448. 90 Main St.; 1st and 3d Sun.; T. J. Lynch, Treas., 259 Main St.

Railway Clerks: Northampton Lodge No. 66. B. & M. Freight Office; 1st Mon.; Stephen A. Keogh, S. T., 83 Massasoit St.

Stationary Firemen No. 143. Pulp Mill, Mt. Tom; 1st Sun.; Jerry Lucey, S., 126 Franklin St.

Stonemasons No. 47. Lambey's Hall, Main St.; Sun.; John Ryan, S., 33 Aldrich St.

Street and Electric Railway Employees No. 549. 39 Main St.; 2d and 4th Fri.; George Lawley, S., 55 Chestnut St., Florence.

Tailors No. 168. Grogans Tailor Shop, Main St.; 1st and 2d Tues.; Peter J. Steinberger, S., 35 Maple St.

Theatrical Stage Employees No. 232. Foresters Hall, Main St.; 1st Sun.; Charles G. Van Zandt, S., 161B South St.; Joseph A. Boudway, Sr., B. A., 43 Spring St.

North Andover.

Card Machine Operators. Boston, Mass.; on call of Pres.; Phineas W. Clark, Shop S., 13 Third St.; Albert H. Silvester, Gen. S., 14 Montague St., Worcester.

North Attleborough.

Carpenters No. 1679. A. O. H. Hall; 1st and 3d Tues.; A. W. Myers, S., 115 East St.

North Brookfield.

Boot and Shoe Workers No. 130 (Mixed). Foresters Hall; 1st Mon.; M. J. McNamara, S., P. O. Box 731.

Overall Workers No. 124. Grange Hall; 1st Mon.; Mrs. Gertrude L. Hambury S., Box 414.

Norton (BARROWSVILLE).

Folders No. 651. (See Taunton.)

Norwood.

Blacksmiths No. 441. Lyric Hall, Everett Sq., Hyde Park; Sun.; John P. Cavanaugh, S. and B. A., 14 Lyden St.

Boiler Makers and Helpers: Norwood Lodge No. 281. 724 Washington St., Boston; 2d and

4th Fri.; Robert Henderson, S., 12 Brooks St., Roslindale.

Bookbinders No. 176. Conger Hall; 3d Fri.; Carl P. Hauck, S., 5 Whiting St., E. Dedham.

Carpenters No. 866. A. O. U. W. Hall; 1st and 3d Tues.; George N. Brooks, S., 869 Washington St.

Iron Molders No. 323. (See Foxborough.)

Musicians No. 343. Norwood Band Hall; Sat.; Herbert L. Engley, S. T., 19 Hoyle St.

Painters, Decorators, and Paperhangers No. 747. A. O. U. W. Hall; Thurs.; William J. Collins, S., 24 Travers St., Canton; John J. Fitzhenry, B. A., 862 Washington St.

Printing Pressmen No. 35. A. O. U. W. Hall; 2d Fri.; Austin L. Page, S., 251 Pleasant St.

Orange.

Iron Molders No. 390. K. of P. Hall; 3d Mon.; William H. Geddes, C. R., 16 Beacon St.; Frank J. McGee, B. A., 82 Birch St., Worcester.

Metal Polishers No. 84. K. of P. Hall; M. H. Hartney, S., 15 Fountain St.

Palmer.

Textile Workers No. 790 (Thorndike). Polish Assn. Hall, High St.; 1st Fri.; Albert Kolbusz, S. and B. A., Box 100.

Textile Workers No. — (Bondsville). Josef Dudajek, S., Box 42, Bondsville.

Carpenters No. 445. Foresters Hall, Commercial Blk.; 1st and 3d Fri.; Chester Canterbury, S., Box 151, Bondsville.

PITTSFIELD.

Barbers No. 127. Englands Blk.; 1st and 3d Wed.; William Boos, S. and B. A., 30 North St.

Bartenders No. 114. 122 North St.; 1st Sun.; Frank J. Mara, S. and B. A., 159 North St.

Bottlers and Drivers No. 324. 19 Fenn St.; 1st Sun. and 3d Thurs.; James G. Lynch, S., 289 Onota St.

Brewery Workmen No. 141. Turn Hall, Seymour St.; 1st Fri.; George Schaefer, S., 2 Martin St.

Bricklayers, Masons, and Plasterers No. 20. Ryan Bldg., North St.; Fri.; John J. O'Melia, Asst. S., 78 John St.; John J. Nolan, B. A., 53 King St.

Building Laborers No. 21. Blanks Blk., West St.; Wed.; Philip Sullivan, S., 261 Francis Av.

Carpenters No. 444. Fenn St.; Tues.; E. Preston Linsley, S., 562 North St.; John B. Mickle, B. A.

Electrical Workers No. 264 (Insidemen). 124 North St.; 2d and 4th Mon.; Paul Burkhardt, S., 91 Onota St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Maintenance of Way Employees No. 282. Foresters Hall; 2d Sun.; William G. Kane, S. T., Chatham Center, N. Y.; Fred Freeham, Sr., B. A., State Line, Mass.

Molders No. 245. Eagle Hall, North and Melville Sts.; 1st and 3d Mon.; Gustav Reiff, S., 108 Dalton Av.; Frank J. McGee, B. A., 82 Birch St., Worcester.

Musicians No. 109. 150 North St.; John F. Walsh, S., 42 Curtis St.

Painters, Decorators, and Paperhangers No. 94. Fenn St.; Wed.; B. P. Powell, Treas., 53 Chickering St.; Joseph A. McDonough, B. A., 19 Atwood Av.

Pattern Makers Association. Englands Old Blk.; 1st Thurs.; A. Johnson, S., 2 Parker St.; E. Umpleby, B. A., Box 780, Schenectady, N. Y.

Plumbers, Steam, and Gas Fitters No. 297. Carpenters Hall, Fenn St.; 2d and 4th Fri.; C. H. Chamberlain, S. T., 141 High St.

Printing Pressmen No. 228. 12 Gamewell Ct.; last Tues.; E. W. Day, Pres.; Joseph J. Killian, S., 143 Bradford St.

Railroad Trainmen No. 326. 246 North St.; 1st and 3d Sun.; William P. Cronin, S., 39 Dewey Av.

Railway Clerks; Berkshire Lodge No. 60. 122 North St.; 1st Tues.; Robert Dawson, S., 15 Friend St., Adams.

Stationary Firemen No. 298. 122 North St.; 2d Sun. and 4th Tues.; Louis H. Welch, S., 334 Fenn St.

Steam Engineers No. 443. 124 North St.; H. G. Frederick, S., Box 1451.

Steamfitters No. 38. 122 North St.; 2d Wed.; John Decker, S., 16 North Av.

Street and Electric Railway Employees No. 496. Foresters Hall, North St.; 4th Thurs.; David F. Casey, S., 12 Grove St.

Tailors No. 295. 124 North St.; 2d Tues.; Alexander S. McLennan, S., Box 810.

Typographical No. 109. 122 North St.; Joseph L. Fitzgerald, S., 32 Myrtle St.

Plymouth.

Bricklayers, Masons, and Plasterers No. 46. O'Briens Hall; James Murray, S., 29 Alden St.

Carpenters No. 1591. O'Briens Hall; 2d and 4th Thurs.; B. L. Thomas, S., 221 Sandwich St.; Charles H. Smith, B. A., 59 South St.

Iron Molders No. 462. Socialists Hall, Main St.; 1st Tues.; James O'Brien, C. R., 93 Court St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Musicians No. 281. By appointment; Richard B. Brown, S., 7 Winslow St.

QUINCY.

Barbers No. 290. 1382 Hancock St.; 3d Sun.; Alexander Boutilier, S. and B. A., 1263 Sea St.

Boiler Makers, Drillers, and Tappers No. 433. Wilson Hall, Hancock St.; 1st and 3d Wed.; Patrick J. Clancy, S., 258 Washington St., Weymouth.

Boiler Makers and Iron Ship Builders No. 214 (Fore River). 1380 Hancock St.; John J. McDonald, S., 42 Chestnut St.

Boiler Makers and Iron Ship Builders and Helpers No. 552. 74 Arthur St.; 1st Sun. and 3d Tues.; Otto F. Anderson, S., 86 Copeland St.

Bricklayers and Plasterers No. 52. Katings Hall, Washington and Canal Sts.; Mon.; James F. Mullin, Pres., 36 Mill St.

Carpenters No. 385 (Wollaston). Poland Hall, Norfolk Downs; 1st and 3d Tues.; Webster C. Fitton, S., 11 Bass St., Wollaston; John G. Cogill, B. A., 3 Glen Court, Malden.

Carpenters No. 762. Paul Revere Hall; Mon.; Charles S. Jones, S., 58 River St.; John G. Cogill, B. A., 3 Glen Ct., Malden.

Carpenters and Joiners No. 847, Amalgamated Society of. 1382 Hancock St.; James B. Laing, Branch S., 18 Wibird St.

Coal Teamsters and Helpers No. 333. 1453 Hancock St.; 1st and 3d Mon.; Michael Dorley, S., 2 Summer St.

Electrical Workers No. 189. 1380 Hancock St.; 1st and 3d Mon.; Theodore S. Andrews, S., 193 Whitwell St.; Charles W. Hanscom, Pres. and B. A., 124 Upland Road.

Engineers, Amalgamated Society of: Fore River Branch No. 734. Union Hall, Hancock St.; 2d Mon.; Allen MacGeachie, S., Box 244.

Granite Cutters: Quincy Branch. Clan MacGregor Hall, Franklin St.; 3d Wed.; James F. Reid, S., 18 Trafford St.; Arthur Tremayne, B. A., 21 Elliot St.

Granite Polishers. Clan MacGregor Hall, Franklin St.; J. A. Campbell, S., 10 Rodman St.; Arthur Tremayne, B. A., 21 Elliot St.

Hod Carriers and Building Laborers No. 57.

Hod Carriers and Building Laborers No. 133. 1380 Hancock St.; 1st and 3d Fri.; Antonio Brandolini, S., 100 Field St.

Industrial Workers No. 48. U. Giarrusso, S., 189 Liberty St.

Lathers No. 96. 1380 Hancock St.; 1st and 3d Mon.; Ernest Lord, S., Francis Road, E. Weymouth.

Loftsmen and Helpers No. 14322. 1380 Hancock St.; 2d and 4th Mon.; Fred McLennan, S., 14B Goddard St.

Machinists: Quincy Lodge No. 108. 1380 Hancock St.; 1st and 3d Wed.; Peter W. Dackers, S., 355 Water St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Painters, Decorators, and Paperhangers No. 773.
1380 Hancock St.; 2d and 4th Thurs.;
Wiley E. Stoddard, S., 198 Washington St.

Pattern Makers (Branch of Boston Association).

Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 275. 1380 Hancock St.; 1st and 3d Tues.; David Warner, Statistician, 54 Penn St.

Plumbers, Steamfitters, and Steamfitters Helpers No. 238 (Marine). Wilson Hall, Hancock St.; 1st and 3d Fri.; John M. Downes, S., 27 Saunders St., N. Weymouth.

Quarry Workers No. 47 (West Quincy). A. O. H. Hall, Copeland St.; Fri.; Dennis Falvey, S., 42 Kent St.

Quarry Workers No. 171. Dubels Hall; Fri.; Duncan Finlayson, S., 133 Independence Av.

Sheet Metal Workers No. 376. 1380 Hancock St.; 1st and last Fri.; William Stevenson, S. and B. A., 79 Minot St., Dor.

Steam Engineers No. 79. Clan McGregor Hall; 2d and 4th Wed.; Alexander M. Smith, S., 215 Palmer St.

Steam Engineers No. 514. Reinhalters Hall, W. Quincy; 1st and 3d Wed.; John J. Clark, S., 29 off Bryant Av., W. Quincy.

Street and Electric Railway Employees No. 253. 1380 Hancock St.; 2d and 4th Thurs.; A. L. Blanchard, S. T., 587 Broad St., E. Weymouth; John C. Faircloth, B. A., 809 Hancock St., Wollaston.

Team Drivers No. 305. Italian Hall, Water St.; 1st Tues.; John A. Harling, Treas. and B. A., 5 Liberty Sq.

Tool Sharpeners No. 1. Dobbs Hall, Franklin and Water Sts.; 3d Fri.; Edward H. McGinty, S., 11 N. Payne St.; Arthur Tremayne, B. A., 21 Elliot St.

Randolph.

Boot and Shoe Workers No. 122 (Mixed). Union Hall, School St.; Fri.; Peter Casey, S.; Minot A. Burrell, B. A., Box 556.

Carpenters No. 1929. Castle Hall; 1st and 3d Wed.; Frank R. Grover, Pres., Randolph, Mass.

Reading.

Carpenters No. 1391. Lyceum Hall; 2d and 4th Tues.; William H. Burke, S., 133 Haven St.; John G. Cogill, B. A., 3 Glen Ct., Malden.

Street and Electric Railway Employees No. 249. (See Wakefield.)

Revere.

Carpenters No. 846. A. O. H. Hall, Winthrop Av.; Fri.; Joseph T. Callahan, S., 18 Harrington St.; Charles Noel, B. A., Chelsea, Mass.

Rockland.

Barbers No. 408. Foresters Hall; 4th Mon.; Alexander D. MacKinnon, S. and B. A., 22 E. Water St.

Boot and Shoe Workers No. 48 (Mixed). Bigelow Bldg., Union St.; 2d and 4th Thurs.; J. F. Kane, S. T. and B. A., 198 Reed St.

Carpenters No. 1531. Cushing Blk.; Wed.; E. E. Simmons, S., 59 Reed St.; Leroy W. Beedle, B. A., 208 Allen St., E. Braintree.

Painters, Decorators, and Paperhangers No. 1013. 306 Union St.; 2d and 4th Tues.; George H. Donnelly, S., General Delivery.

Retail Clerks No. 711. Charles Hines, S., 23 Belmont St.

Weavers No. 14242, Narrow Elastic. B. Leake, S., 72 George St.

Rockport.

Blacksmiths No. 499 (Rockport and Salem). Finn Hall, Rockport; 2d Wed.; A. R. Anderson, S., 47 Mead St., Charlestown.

Granite Cutters: Cape Ann Branch. (See Gloucester.)

Hoisting and Portable Engineers No. 108. Dock Sq.; Wed.; Lewis C. Sanborn, Pres., 10 Dock Sq.

Paving Cutters No. 53. Temperance Hall; 2d Mon.; Frank A. Peterson, S., 49 Granite St.

Quarry Workers No. 86. Finn Hall, Forest St.; 2d Wed.; Emil Knuuttunen, S., 12 Forest St.

SALEM.

Bakers and Confectionery Workers No. 277. 223 Essex St.; 1st and 3d Sat.; Norman J. Montgomery, S. and B. A., 9 Bowditch St., Peabody.

Barbers No. 385. 74 Washington St.; 1st Thurs.; Silas N. Lapham, S. and B. A., 8 Central St.

Blacksmiths No. 499. (See Rockport.)

Boot and Shoe Cutters Assembly No. 2635. 145 Essex St.; Fri.; Charles Gray, S.; Michael F. Meagher, B. A.

Boot and Shoe Workers No. 174 (Mixed) (B. & S. W.). 39 Church St.; William J. Herlihy, S. and B. A., 38 Northend Av.

Bricklayers, Masons, and Plasterers No. 25. 175 Essex St.; 2d and 4th Tues.; William Pawley, S., 27 Pickman St.; Joseph C. Hemeon, B. A., 71 Washington St.

Car Workers: Salem Lodge No. 34. 67½ Essex St.; 1st Fri.; Frank E. Tucker, S., 7 Ferry St.; T. H. Condon, B. A.

Carpenters No. 888. 71 Washington St.; Thurs.; J. A. McKenzie, S., 77 Webb St.; Clarence H. Moore, B. A.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Carpenters No. 1210 (French). Lafayette and Harbor Sts.; Wed.; Eric Michard, S., 51 Congress St.

Carpenters No. 1516 (Mill). 71 Washington St.; 2d and 4th Thurs.; William P. Furlong, S. T., 346 Bridge St.; Joseph C. Hemeon, B. A.

Edgemakers Independent No. 2. 175 Essex St.; Fri.; William J. Carson, S., 44 Bridge St.; John Creeden, B. A., Danvers, Mass.

Electrical Workers No. 259. (See Beverly.)

Granite Cutters. (See Lynn.)

Building Laborers No. 14. 71 Washington St.; Mon.; M. J. Durkin, S., 17 Varney St.; Joseph C. Hemeon, B. A.

Iron Molders No. 103. (See Lynn.)

Lasters No. 12 (U. S. W.). (See Beverly.)

Lasters No. 16 (U. S. W.). 145 Essex St.; Fri.; Patrick J. Buckley, S. and B. A.

Lathe No. 334 (Wood, Wire, and Metal). 71 Washington St.; Mon.; Perley P. Parker, S., 29 Beckford St., Beverly; P. N. Hemeon, B. A., 23 1/2 Bow St., Beverly.

Loomfixers No. 30. 50 Lafayette St.; Thurs.; Gelas D. Pariseau, S., 33 Hazel St.; Oliver Christian, B. A., Lawrence, Mass.

Machinists No. 468. 75 Washington St.; 1st and 3d Tues.; Charles Robinson, Treas., 164 Bridge St.

Maintenance of Way Employees: Salem Lodge No. 300. 71 Washington St.; 2d Sun.; F. J. Harvey, S. T., 3 Park St., Amesbury.

Molders No. 103. (See Lynn.)

Packing Room Workers No. 32, North Shore (U. S. W.). 145 Essex St.; Tues.; Mary Seward, S., 25 Proctor St., Peabody; Patrick J. Buckley, B. A.

Painters, Decorators, and Paperhangers No. 247. 71 Washington St.; Wed.; M. H. Bresnahan, S., 46 Pierpont St., Peabody; Joseph C. Hemeon, B. A.

Plumbers No. 138. (See Beverly.)

Railroad Building Mechanics, Division No. 2. 175 Essex St.; 2d Tues.; Stephen W. Francis, S., 10 Pearl St.

Railroad Station Employees No. 8. 243 1/2 Essex St.; 3d Fri.; Ralph C. Putnam, S., 7 Vine St., Marblehead.

Railroad Trainmen: North Shore Lodge No. 749. 243 1/2 Essex St.; 1st Fri. and 3d Sun.; Henry H. French, S., 20 Mt. Vernon St.

Railway Clerks: Witch City Lodge No. 78. B. & M. Freight Office; 3d Thurs.; John D. Huxtable, S., 8 West Av.

Sheet Metal Workers No. 262. 71 Washington St.; William F. Johnson, S., 35 School St.

Stationary Firemen No. 101. 75 Washington St.; 2d and 4th Mon.; Louis E. Roberts, S., 21 State St., Peabody; William H. Archer, B. A., Liberty St., Danvers.

Steam Engineers No. 93. Mercantile Bank Bldg., Essex St.; F. D. Wheeler, S., 36 Forrester St.

Stitchers Assembly No. 1551, Lady (K. of L.). 145 Essex St.; Mon.; Michael F. Meagher, S. and B. A.

Stock Fitters No. 29 (U. S. W.). 145 Essex St.; Thurs.; James Thistle, S., 24 La-Grange St.; P. J. Buckley, B. A.

Street and Electric Railway Employees No. 246. 71 Washington St.; 1st and 2d Thurs.; Stuart A. Morgan, S., 12 Oak St., Danvers.

Teamsters No. 234. 71 Washington St.; Wed.; James J. Darcy, S. T. and B. A., 59 Broad St.

Theatrical Stage Employees No. 196. 71 Washington St.; 3d Sun.; William A. Soper, S., 99 North St.

Saugus.

Carpenters No. 1197 (Cliftondale). K. of P. Hall; Fri.; Robert F. Colson, S., 261 Lincoln Av., Cliftondale; A. W. Clark, B. A., 62 Munroe St., Lynn.

Sharon.

Carpenters No. 966. A. O. U. W. Bldg., S. Main St.; 1st Fri.; Benjamin S. Bolles, S. and B. A., Box 135.

Shelburne (SHELburne FALLS).

Blacksmiths: Valley Lodge No. 84. A. O. U. W. Hall; 1st Tues.; Morris L. Thompson, S.; J. E. Houson, Pres.

SOMERVILLE.

Carpenters No. 629. Studio Bldg., Davis Sq., W. Somerville; Mon.; R. H. Macdougall, S., 167 Willow Av.; J. A. Corkum, B. A., 78 Ferry St., Everett.

Carpenters No. 1379. 36 Union Sq.; Tues.; J. F. Hodgkins, S., 30 Wesley St.; J. H. Corkum, B. A., 78 Ferry St., Everett.

City Employees No. 11983. A. O. H. Hall, Washington St.; 2d and 4th Fri.; Joseph J. Dennehy, S. T., 320 Lowell St.

Flint Glass Workers No. 120. 36 Union Sq.; last Fri.; William J. McDonough, S., 20 Prospect St.

Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485. Columbia Bldg.; 1st and 3d Sun.; Joseph C. Robinson, S., 26 Dana St.

Painters, Decorators, and Paperhangers No. 937. Lasters Hall, Union Sq.; 2d and 4th Mon.; G. L. Robinson, Pres., 371 Medford St.; B. L. Mosher, S., 362 Highland Av.

Plasterers No. 275 (Cambridge and Somerville). 36 Union Sq.; 1st and 3d Mon.; Ernest A. Workman, S., 15 Willard Av., Medford; John E. Fox, B. A., 204 Cross St., Malden.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Plasterers Tenders No. 151. 36 Union Sq.; 1st and 3d Sun.; M. Sullivan, S., 1 Carleton St., Cambridge.

Railway Clerks: Somerville Lodge No. 51. Liberty Hall; on call of Sec.; Charles A. Young, S., 10 Lincoln St.

Tube Workers No. 14338. Bacon Hall, Union Sq.; 1st and 3d Sun.; Owen McKeown, S., 6 Eliot St.

Southbridge.

Bartenders No. 742. 5 Chapin St.; 1st Sun.; William W. Roycroft, S. T., Hotel Columbia.

Bricklayers, Masons, and Plasterers No. 50. 5 Chapin St.; Robert Rose, S., 61 Elm St.

Carpenters No. 361. 5 Chapin St.; Wed.; Josephat A. Blanchett, S., 82 Hamilton St.

Painters, Decorators, and Paperhangers No. 566. Carpenters Hall, Chapin St.; 1st and 3d Tues.; H. B. Morse, S., 26 Coombs St.

South Framingham. (See FRAMINGHAM.)

Spencer.

Boot and Shoe Workers No. 161 (Mixed). Mechanics Hall; 1st and 3d Wed.; Alexander L. Gouin, S., Box 985.

SPRINGFIELD.

Armory Employees Association (U. S. Government Employees). 4th Tues.; L. S. Maynard, S., 31 James St.

Bakers No. 32. 19 Sanford St.; 1st Sat. and 3d Sun.; R. Philp, S., 41 Sargent St.

Barbers No. 30. 19 Sanford St.; 1st and 2d Thurs.; Leander St. Cyr, S., 21 Greenwood St.; H. C. Niebuhr, B. A., 35 Pearl Pl.

Bartenders No. 67. 19 Sanford St.; 2d Sun.; Albert S. Duquette, S. T., Box 893.

Beer Bottlers and Drivers No. 143. 19 Sanford St.; 2d and 4th Wed.; Hugh F. Bowen, S., Box 182.

Bill Posters and Billers No. 15. Hotel Gilmore; 2d Sun.; Paul Davis, S. T., 22 Vernon St.

Boiler Makers: Home City Lodge No. 218. Winckler Hall, Bridge and Water Sts.; 2d and 4th Wed.; Jeremiah C. Driscoll, S., 141 Patton St.

Brewery Workmen No. 99. 19 Sanford St.; 3d Sun.; William T. Ward, S., 76 Shattuck St.

Bricklayers, Masons, and Plasterers No. 1. 19 Sanford St.; Tues.; R. A. Hennessey, S. and B. A., 65 Alden St.

Building Laborers No. 3. 19 Sanford St.; 1st and 3d Tues.; John Teehan, S., 142 Tyler St.

Building Laborers No. 36. 19 Sanford St.; 1st and 3d Wed.; A. M. Veratti, 3 Worthington Pl.

Car Workers: Hampden Lodge No. 114. 19 Sanford St.; 4th Fri.; A. J. Whelan, S., 344B Chestnut St.; George F. Bosworth, B. A., 895 Carew St.

Carpenters No. 96 (French). 19 Sanford St.; Thurs.; Victor Gagnon, S., Agawam, Mass.; W. J. LaFrancis, B. A., 6 Geraldine Ct.

Carpenters No. 177. 19 Sanford St.; Fri.; F. W. Barber, S., 14 Mattoon St.; Thomas McCarroll, B. A., 89 Armory St.

Carpenters No. 1105 (Mill Men). 19 Sanford St.; 2d and 4th Wed.; L. E. Parkman, S., 15 Davis St.; W. J. LaFrancis, B. A., 6 Geraldine Ct.

Cigar Makers No. 49. 19 Sanford St.; Mon.; Paul H. Sheehan, S. T., 45 Hawthorne St.; W. J. Murphy, B. A.

Coal Handlers No. 7425. 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, S., 59 Cass St.; John Hurley, B. A., 140 Union St.

Cooks and Waiters No. 273. 22 E. Court St.; Tel. 7395; 1st and 3d Wed.; Louis Fisher, S., 98 Beaumont St.; Rudolph A. Garske, S. T. and B. A., 720 North St.

Drop and Machine Forgers, Die Sinkers, and Trimmer Makers No. 1. 19 Sanford St.; 2d and 4th Fri.; Richard Barry, S., 21 Grove St.

Electrical Workers No. 7. 373½ Main St.; Mon.; Gregory T. Roos, S., 408 N. Main St.

Electrical Workers No. 566 (Linemen). 373½ Main St.; 2d Sun. and 4th Thurs.; Fred E. Predon, S., Box 723.

Electrical Workers No. 643 (Mixed). 19 Sanford St.; 2d and 4th Mon.; Earl B. Mandigo, S., 643½ Main St.

Grain and Mason Supply Handlers No. 7445. 19 Sanford St.; 1st Wed.; Jeremiah McCarthy, S., 30½ Auburn St.; William H. Grady, B. A., 27 Tenth St.

Granite Cutters: Springfield Branch (Springfield, Holyoke, and Vicinity). Caledonian Hall, High St.; Fri.; Alexander Macdonald, S. T., 66 Bridge St., S. Hadley Falls.

Hoisting and Portable Engineers No. 98. 19 Sanford St.; 2d and 4th Thurs.; S. J. Connier, S., E. Longmeadow, Mass.

Horseshoers No. 16. 19 Sanford St.; 2d and 4th Wed.; James F. Kerr, S., 35 Olive St.

Iron Molders No. 167. 19 Sanford St.; 1st and 3d Fri.; Jeremiah C. Callahan, S., 35 Talcott Av.

Lathers No. 25 (Wood, Wire, and Metal). 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, S., 22 Margaret St.; James McConn, B. A., Thompsonville, Ct.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

- Lithographers Protective and Beneficial Association No. 21.* Highland Hall, Hillman St.; 2d and 4th Fri.; Frank J. McCarthy, S., 14 Raymond Av.
- Locomotive Engineers No. 63.* B. and A. R.R. Bldg.; 1st and 3d Sun.; James W. Mead, S. T., 416 Main St., W. Springfield.
- Locomotive Firemen and Enginemen: Hampden Lodge No. 307.* 48 Pyncheon St.; 1st Tues. and 3d Sun.; A. E. James, S., 308 Liberty St.
- Locomotive Firemen and Enginemen: Home City Lodge No. 793.* 29 Worthington St.; 2d and 4th Sun.; William A. Noonan, S., 59 Sprague St., Merrick.
- Machinists: Ordnance Lodge No. 214* (U. S. Armory Employees). Gilmore Hotel; Wed. and Sun.; John Connelly, S., 440 Union St.
- Machinists: Amity Lodge No. 700.* 150 Bridge St.; 2d and 4th Fri.; Patrick J. Phelan, S., 44 Johnson St.; Frank Jennings, B. A., 789 Washington St., Boston.
- Machinists No. 487, Railroad.* 19 Sanford St.; 2d and 4th Fri.; Harold D. Davis, S., 75 Norwood St.
- Maintenance of Way Employees No. 283.* 19 Sanford St.; 1st Sat.; M. J. Fitzgerald, S. T., 29 Irving St., W. Springfield.
- Metal Polishers, Buffers, Platers, and Brass Workers No. 30.* 19 Sanford St.; 1st and 3d Fri.; Bernard Mullaney, S., 234 Mill St.
- Molders No. 381.* 19 Sanford St.; 1st and 3d Thurs.; John J. Kaveney, S., 128 Patton St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood, Mass.
- Moving Picture Operators No. 186.* 19 Sanford St.; Sun.; W. A. Clark, S. T., Box 835; H. A. Cooley, B. A., 70 Worthington St.
- Musicians Protective No. 171* (Hampden County). 19 Sanford St.; Sun.; Herbert A. Shumway, S., 38 Palmer Av.; R. J. Finch, Pres. and B. A., 7 Hawley St.
- Painters, Decorators, and Paperhangers No. 257.* 19 Sanford St.; P. H. Triggs, S. and B. A., 218 Walnut St.
- Pattern Makers Association.* 51 Market St.; Thurs.; Emmett R. Smith, S., 13 Jefferson St., Westfield; James Nicol, B. A.
- Photo-Engravers No. 57.* 19 Sanford St.; 2d Tues.; Howard G. Mendon, S., 190 Bowdoin St.
- Plumbers and Steamfitters No. 89.* 19 Sanford St.; Mon.; T. Conway, S., 101 Spring St.
- Printing Pressmen and Assistants No. 85.* 19 Sanford St.; 3d Thurs.; Arthur F. Benoit, S., East Longmeadow, Mass.
- Prompters No. 538.* 94 Dwight St.; 2d Sun.; Edward F. Connolly, S. T.
- Railroad Telegraphers No. 38.* 373½ Main St.; 3d Sat.; J. R. Cardinal, S. T., 566 Main St.
- Railroad Trainmen: City of Homes Lodge No. 622.* Harmony Hall, Worthington St.; 2d and 4th Sun.; P. E. Clark, S., 34 Bradford St.
- Railway Clerks No. 130.* A. O. H. Hall, Worthington St.; 2d Mon.; Herbert O. Wing, S. and B. A., 351 Westfield S., Mitineague.
- Railway Conductors No. 198.* Harmony Hall, Worthington St.; 1st and 3d Sun.; S. K. Spencer, S., 844 Worthington St.
- Roofers No. 42, Slate and Tile.* (See Holyoke.)
- School House Custodians No. 13152.* 19 Sanford St.; 1st Mon.; W. F. McCray, S., 225 White St.
- Sheet Metal Workers No. 27.* 19 Sanford St.; 2d and 4th Thurs.; John S. Donohue, S., 38 Eldridge Av., W. Springfield.
- Sheet Metal Workers No. 400.* 150 Bridge St.; 1st and 3d Mon.; John Clements, Jr., S., 9 Sherrington Ct.
- Steam, Hot Water and Power Pipe Fitters No. 21.* 19 Sanford St.; 2d and 4th Tues.; F. B. Ramsdell, S., 109 Cambridge St.
- Stereotypers and Electrotypers No. 44.* 19 Sanford St.; Thurs.; Thomas V. Inwood, S., 319 State St.
- Stone Cutters.* 19 Sanford St.; 1st and 3d Thurs.; John J. Casey, S., 55 Grosvenor St.
- Street and Electric Railway Employees No. 448.* 19 Sanford St.; 2d and 4th Tues.; Arthur E. Wilson, S., 911 Sumner Av.
- Switchmen: Bay State Lodge No. 73.* 118 Plainfield St.; 1st Wed.; E. T. Clark, S.
- Tailors No. 26.* 19 Sanford St.; 1st and 3d Tues.; P. B. McCabe, S., Box 611.
- Telephone Operators.* 19 Sanford St.; 2d and 4th Tues.; Miss Maud Mansfield, S., 1 Lebanon Pl.
- Theatrical Stage Employees No. 53.* 19 Sanford St.; 3d Sun.; John L. Dickinson, S., Thomas St.; F. C. McCarthy, B. A., 82 Bridge St.
- Tobacco Strippers No. 9608.* 19 Sanford St.; Fri.; Miss Mary E. Buldra, S., 75 Old Bridge St., Merrick.
- Typographical No. 216.* 19 Sanford St.; 4th Sun.; Arthur F. Hardwick, S. T., 38 Adams St.
- Waste Handlers No. 8964.* 19 Sanford St.; 3d Sun.; James O'Neill, S., 49 William St.; Peter Dillon, B. A., 18 Warren Av.
- Wine Clerks No. 14328, Wholesale.* W. J. Tate, S., 8 Massasoit St.
- Wire Weavers Benevolent and Protective Association: Eastern Division* (Springfield, Holyoke, and Lee). French Canadian Bldg., Chicopee; 2d Fri.; Fred O. Blair, S., 87 Grover St.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Stoneham.

Carpenters No. 1463. Spanish War Veterans Hall; 1st and 3d Fri.; Thomas J. McHale, S., 4 Pleasant St.; John G. Cogill, B. A., 3 Glen Ct., Malden.

Cutting Die and Cutter Makers No. 306. 210 Main St.; 1st Sun.; John J. Krueger, S. T., 24 Oak St.

Metropolitan Park Employees No. 100. 987 Washington St., Boston; when called by the Board; James J. McHale, Pres., 11 Albion Av.

Stoughton.

Boot and Shoe Workers No. 259 (Mixed). Foresters Hall; 2d Tues.; George F. Clark, S., 380 Park St.

Carpenters No. 1063. Masonic Bldg.; Wed.; F. O. Fowler, S., 155 Porter St.; Benjamin S. Bolles, B. A., Box 135, Sharon.

Swampscott.

Retail Clerks No. 247. Town Hall; Tues.; Charles J. Oliver, S., 48 King St.; J. B. Cahoon, B. A., 38 Middlesex Av.

TAUNTON.

Bakers No. 54. 19 Broadway; 2d and 4th Sat.; Robert Robinson, S. and B. A., 5 Bassetts Blk., Bay St.

Barbers No. 345. 19 Broadway; 2d Tues.; Abram S. Morse, S., 41 Cohannet St.

Bartenders No. 84. 19 Broadway; 2d and 4th Sun.; William H. Phipps, F. S. and B. A., 34 Shores St.

Bricklayers, Masons, and Plasterers No. 13. A. O. H. Hall, Weir St.; 2d and 4th Wed.; John J. Hackett, S., 32 E. Whittenton St.

Carpenters No. 1035. 19 Broadway; Mon.; George A. O'Neill, S., Box 454.

Carpenters No. 1487. St. Jean Baptiste Hall; Fri.; George A. Grenier, S., 28 Madison St.

Carpenters No. 1772 (Building and Bridge). 2d Sat. in Boston and 4th Sat. in Taunton; L. F. Travis, S., 116 Beaver St., S. Framingham.

Cigar Makers No. 326. 19 Broadway; 4th Thurs.; Daniel J. Kervick, S., 54 Weir St.

Folders No. 651 (Barrowsville and N. Dighton). 19 Broadway; 2d Mon.; William A. Garvey, S. and B. A., 36 South St.

Granite Cutters: Taunton Branch. H. J. King, Dist. Officer, 425 Washington St.

Locomotive Firemen and Enginemen No. 474. 37 Broadway; 1st and 3d Sun.; H. M. Walker, S. and B. A., 82 Whitfield St., Dor.

Loomfixers No. 803. 19 Broadway; 4th Mon.; Peter F. Gorse, S., 56 Middleborough Av., E. Taunton.

Machinists No. 489. 7 Broadway; 2d Thurs.; T. P. Moran, S., 138 Oak St.; T. F. Buck-

ley, B. A., 98 Weybosset St., Providence, R. I.

Metal Polishers, Buffers, Platers, and Silver Workers No. 154. 19 Broadway; 2d Fri.; William H. Phillips, S., 47 Barnum St.

Molders No. 39. Good Samaritan Hall; 1st and 3d Fri.; E. F. Kennedy, C. R., 28 White St.

Mule Spinners No. 12. 19 Broadway; Sat.; Job H. Barker, S. T., 11½ Hope St.

Musicians No. 231. Bristol Club Annex; 2d Sun.; James P. Hern, Treas., 52 Main St.

Painters, Decorators, and Paperhangers No. 574. 19 Weir St.; 1st and 3d Fri.; Thomas Menzies, S., 106 Summer St.

Railroad Station Employees No. 28. 37 Broadway; Sun.; W. H. Golliff, S. T., 36 Winthrop St.

Railroad Trainmen: Old Colony Lodge No. 70. Elks Hall; 1st and 3d Sun.; Alfred J. Gadway, Treas. and B. A., 14 E. Whithill St.

Retail Clerks No. 516. Frank A. Paull, S. and B. A., 97 Washington St.

Stationary Firemen No. 305. 19 Broadway; 1st Thurs. and 3d Sun.; Denis J. Scully, S. and B. A., 4 Chase St.

Steam Engineers No. 488. 19 Broadway; Thurs.; Edward Bannon, Treas., 43 Porter St.

Stove Mounters and Range Workers No. 40. Foresters Hall, Weir Village; Tues.; E. F. Leonard, S., 1 W. Water St.

Street and Electric Railway Employees No. 243. 19 Broadway; 3d Mon.; James J. Flood, Pres., 177 Winthrop St.

Textile Workers No. 832 (East Taunton). Working Mens Club, Fairbanks Av.; 1st Thurs.; Mrs. Elizabeth Pilling, S. and B. A., Box 35, E. Taunton.

Typographical No. 319. 19 Broadway; 1st Mon.; James H. Farrell, S. T., Box 446.

Townsend.

Coopers No. 96 (Soft Wood). Engine Hall, Elm St.; 1st and 3d Thurs.; H. L. Spofford, S., Box 148.

Granite Cutters (West Townsend). John MacDonald, Dist. Officer, Townsend, Mass.

Paving Cutters No. 128. Engine Hall, Elm St.; Wed.; James Knaggs, S., Box 145.

Turners Falls. (See MONTAGUE.)

Wakefield.

Carpenters No. 862. Dudley Hall, Albion St.; 2d and 4th Thurs.; G. B. Moore, S., 7 Pitman Av., Greenwood; John G. Cogill, B. A., 3 Glen Ct., Malden.

Iron Molders No. 70. M. C. O. F. Hall, Foster St.; 3d Fri.; George F. Hanright, S., 65 Gould St.; Frank J. McGee, B. A., 82 Birch St., Worcester.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 550. Spanish War Veterans Rooms, Main St.; 2d and 4th Tues.; Jeremiah J. Cronin, S., 58 Valley St.

Shoe Workers Protective No. 5 (Turn Workmen). Kingman Blk., Main and Albion Sts.; alt. Thurs.; S. J. Pothier, S., 163 Merrimack St., Haverhill; J. F. Bowen, B. A., 163 Merrimack St., Haverhill.

Street and Electric Railway Employees No. 249. Lyceum Hall Bldg.; last Fri.; Henry W. C. Cowles, S., 35 Pierce St., Reading; Joseph F. McFadden, B. A., Village St., Reading.

Walpole.

Carpenters No. 1479. Town Hall; 2d and 4th Wed.; Fred L. Rhoades, S., Box 175.

WALTHAM.

Bricklayers, Masons, and Plasterers No. 15. Eagle Blk., Main St.; Tues.; James Hannify, S., 219 School St.

Carpenters No. 540. Halls Blk., Moody and Crescent Sts.; Wed.; Joseph Dicks, S., 11 Harvard Av.; George Clews, B. A., Nonantum Bldg., Newton.

Coal Teamsters and Helpers No. 328. Nonantum Hall, Newton; 1st and 2d Mon.; Patrick T. Hughes, S. T., 41 Paul St., Watertown.

Cotton Mule Spinners. 655 Main St.; 1st Fri.; Thomas Manning, S., 15 Whitcomb St.

Hod Carriers and Building Laborers No. 58. 661 Main St.; 2d and 4th Fri.; Thomas F. McKeown, S., 110 Bacon St.

Iron Molders No. 102. A. O. H. Hall, Main St.; Tues.; William F. Griffin, C. R., 55 Walnut St.

Lathers No. 142. 655 Main St.; Tues.; John J. Greeley, S., 476 Main St.

Machinists; Norumbega Lodge No. 465. 121 Pine St.; Tues.; M. H. Nethercote, S., 85 Pine St.

Plumbers No. 289. Monument Hall; 1st and 3d Thurs.; John F. Scanlon, S., 2 Harvard Av.

Theatrical Stage Employees No. 505. A. O. H. Bldg.; 1st Sun.; James J. Tully, Pres., Scenic Theatre; William Morton, B. A., 103 Pine St.

Typographical No. 259. 661 Main St.; 1st Mon.; A. L. Moody, S., 138 Myrtle St.

Ware.

Bartenders No. 123. Eagle Hall; 1st Sun.; Louis A. Strack, S. T., 98 W. Main St.

Carpenters No. 1630. Union Hall; 1st and 3d Thurs.; A. M. Ramsdell, S., 30 Prospect St.

Industrial Workers No. 162. J. Olszanski, S., 10 William St.

Painters, Decorators, and Paperhangers No. 648. 1st Sun.; William A. Metcalf, S., 45 South St.

Wareham.

Carpenters No. 1579. K. of P. Hall, Onset, Mass.; 1st and 3d Wed.; L. L. Washburn, S., Box 662, Onset, Mass.

Folders No. 822 (E. Wareham). 1st and 3d Tues.; James H. Priestley, S. and B. A., East Wareham, Mass.

Warren.

Textile Workers No. 789 (West Warren). John Wiejadlik, S., Box 21, W. Warren, Mass.

Watertown.

Arsenal Employees: Branch 3. On call of chairman; Joseph R. Cooney, S., 300 Main St.

Iron Molders No. 179. Pequassette Hall; Thomas O'Brien, S., 16 Gilkey St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Metal Polishers, Buffers, and Platers No. 50. Union Market Hotel; 1st Thurs.; T. Robert Quinlan, S., 88 West St., Needham Heights.

Stove Mounters and Range Workers No. 41. G. A. R. Hall; 4th Thurs.; George H. Emery, S., 2 Montfern Av., Brighton.

Webster.

Barbers No. 358. 28 Main St.; last Thurs.; Ernest J. Todd, S. and B. A., 56 Main St.

Boot and Shoe Workers No. 278 (Mixed). 62 Main St.; W. F. McPherson, S., 2 Granite St.; John H. Ryan, B. A., Box 72.

Painters, Decorators, and Paperhangers No. 395. Siegal Hall, High St.; 1st Wed.; George Tatro, S., 25 Chase Av.

Wellesley.

Painters, Decorators, and Paperhangers No. 280. 1st and 3d Thurs.; J. J. Barron, S., 9 Summer St., Natick.

Westborough.

Carpenters No. 1459. A. O. H. Hall, Arcade Blk.; 2d Fri.; Joseph McNeil, S., 6 Myrtle St.

Painters, Decorators, and Paperhangers No. 614. A. O. H. Hall, Arcade Blk.; 2d and 4th Thurs.; George P. Miller, S., Central House.

Westfield.

Barbers No. 33. 112 Elm St.; 4th Thurs.; J. C. Cleary, S. and B. A., 26 Union St.

Bartenders No. 82. 112 Elm St.; 1st Sun.; James M. Doherty, S., Box 7.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Bricklayers and Plasterers No. 24. Charles M. Washburn, S., Montgomery, Mass.

Carpenters No. 222. 112 Elm St.; 1st and 3d Tues.; Charles Van Heynigan, S., Box 485.

Cigar Makers No. 28. 112 Elm St.; 1st Mon.; S. J. T. Wall, S., Box 102.

Iron Molders No. 95. 112 Elm St.; 1st and 3d Wed.; Daniel P. McCabe, C. R., 20 Gowdys Blk.

Lithographers No. 21. (See Springfield.)

Metal Polishers, Buffers, and Platers No. 80. 112 Elm St.; Tues.; E. R. Stratton, S., 19 Avery St.

Musicians Protective No. 91. 112 Elm St.; 1st Sun.; W. Eugene Guilford, S., 83 N. Elm St.

Painters, Decorators, and Paperhangers No. 290. 112 Elm St.; 2d and 4th Wed.; Charles H. Comins, S., 23 King Pl.

Railroad Trainmen: Woronoco Lodge No. 335. 215 Elm St.; 2d Wed. and 4th Sun.; H. A. Beals, Treas. and B. A., 20 Shepard St.

Retail Clerks No. 176. 112 Elm St.; 2d Tues.; William F. Murphy, S., 91 Montgomery St.

Teamsters No. 349, Coal. 112 Elm St.; 3d Mon.; Allen H. Smith, Pres., 15 Summer St.

Westford.

Granite Cutters: Graniteville Branch. Secretary's home; Martin Hansan, S., Graniteville, Mass.

West Springfield.

Locomotive Firemen and Enginemen: Merrick Lodge No. 563. Centennial Hall, Union St.; 1st and 3d Sun.; Isaac H. Fisk, S., 142 Elm St., W. Springfield.

Paper Makers No. 14 (Mittineague). A. O. H. Hall, Mittineague; 2d and 4th Sun.; M. J. O'Connell, S., Box 238, Mittineague.

Railroad Trainmen: Pioneer Lodge No. 238. Odd Fellows Hall, Union St.; 2d and 4th Sun.; J. A. Flynn, S., R. F. D. No. 2.

Weymouth.

Boiler Makers and Iron Ship Builders No. 214 (Fore River). (See Quincy.)

Boot and Shoe Workers No. 53 (Mixed) (E. Weymouth). G. A. R. Hall; 2d and 4th Fri.; John H. Tobin, S., 573 Broad St.

Bricklayers and Plasterers No. 52. (See Quincy.)

Whitman.

Boot and Shoe Workers No. 31 (Mixed). Jenkins Bldg.; 1st and 3d Mon.; George Douglas, S. and B. A., Box 816, Sta. A.

Carpenters No. 1018. K. of C. Hall; 1st and 3d Wed.; W. B. Foster, S., 41 Morton St., N. Abington.

Cutters No. 456 (B. & S. W.). Harding Blk.; 1st and 3d Tues.; M. Thomas Casey, S., 149 Broad St.

Edgemakers No. 425 (B. & S. W.). Jenkins Blk.; 1st and 3d Fri.; George L. Brouillard, S. T., 210 Whitman Av.

Lasters No. 69 (B. & S. W.). 591 Washington St.; 1st and 3d Thurs.; Charles E. Lowell, S., Box 834, Sta. A.

Stitchers No. 129 (B. & S. W.). Jenkins Blk.; 2d and 4th Wed.; J. D. Goulais, S. and B. A., Box 54.

Treers, Dressers, and Packers No. 105 (B. & S. W.). Jenkins Blk.; 1st and 3d Fri.; William Brennan, S. T., Box 104, Sta. A.

Williamstown.

Carpenters No. 979. G. A. R. Hall, Spring St.; 1st and 3d Mon.; Thomas W. Nichols, S. and B. A., 83 Main St.

Painters, Decorators, and Paperhangers No. 622. G. A. R. Hall, Spring St.; 1st and 3d Tues.; R. C. Edwards, S., 18 Linden St.; C. L. Bryant, B. A., Spring St.

Winchester.

Carpenters No. 991. Masonic Hall; 1st and 3d Wed.; E. M. Polley, S., 14 Forest St.; John G. Cogill, B. A., 3 Glen Ct., Malden.

Painters, Decorators, and Paperhangers No. 605. (See Medford.)

Plumbers No. 450. Carpenters Hall; 2d and 4th Fri.; W. F. Cummings, S., 17 Cleveland Av.

Town Employees No. 465. Irish National Foresters Hall; 1st and 3d Wed.; Thomas J. Kean, S., 11 Linden St.

Winthrop.

Carpenters 821. 9 Pauline St.; Tues.; A. G. Campbell, S., 57 Marshall St.; A. J. Howlett, B. A., 30 Hanover St., Boston.

WOBURN.

Barbers No. —. Thomas J. Tracy, S., 17 Everett St.

Bricklayers, Masons, and Plasterers No. 45. Mechanics Hall; 1st Wed.; Alfred Melanson, S.

Carpenters No. 885. Mechanics Bldg., Main St.; Thurs.; Robert H. Creed, S., 70 Elm St.; John G. Cogill, B. A., 3 Glen Ct., Malden.

Painters, Decorators, and Paperhangers No. 605. (See Medford.)

Plumbers No. 450. (See Winchester.)

Street and Electric Railway Employees No. 473. 377A Main St.; Tues.; Hugh McCusker, S., Harrison Av.; Daniel E. Dixon, Pres. and B. A., 138 Pleasant St.

WORCESTER.

Bakers No. 133. 67 Winter St.; Fri.; Wolf White, F. S., 155 Millbury St.

STATISTICS OF LABOR — 1913.

Local Trade Unions.

Barbers No. 186. 34 Front St.; 1st and 3d Thurs.; Ernest H. Tosi, S., 40 Oread St.; Richard Bruninghaus, B. A., 109 Paine St.

Bartenders No. 95. 20 Madison St.; 2d Sun.; James H. Loughlin, S. and B. A., 6 Geneva St.

Boiler Makers: Quinsigamond Lodge No. 492. 109 Front St.; 1st and 3d Thurs.; John Casey, S., 61 E. Central St.

Boot and Shoe Workers No. 162 (Mixed). 26 Trumbull St.; 1st Tues.; Thomas R. Wiseman, S. T., 6 Preston St.

Bottlers and Drivers No. 180. 26 Trumbull St.; 2d and 4th Thurs.; Joseph E. O'Connor, S. and B. A., 2 Columbia St.

Brewery Workmen No. 136. 26 Trumbull St.; 1st and 3d Fri.; P. J. Mahoney, S., 56 Richland St.

Bricklayers and Plasterers No. 6. 64 Southbridge St.; Tues.; Patrick Cronin, S., 30 Jefferson St.

Bridge and Structural Iron Workers No. 57. 419 Main St.; 1st and 3d Thurs.; D. Malcolm Mitchell, S., 58 Pleasant St.

Building Laborers No. 4. 566 Main St.; Tues.; Martin J. Carroll, S. T., 12 Nixon Av.

Building Laborers No. 44 (Italian). 9 Bartlett St.; Thurs.; Joseph Girard, S., 10 Norfolk St.

Car Workers: Pride of Worcester Lodge No. 45. 419 Main St.; 1st Tues.; George B. Tower, S., 8 Denmark St.

Card Machine Operators (Earle and Howard Shops). 566 Main St.; 1st Fri.; Percy Milner, S., 52 Woodland St.; Albert H. Silvester, Gen. S., 14 Montague St.

Carpenters No. 23. 20 Madison St.; Fri.; John E. Burke, R. S., 74 Ward St.; John Hanigan, B. A.

Carpenters and Joiners No. 408. 20 Madison St.; Tues.; Odias Emond, S., 15 Adams St.; John Hanigan, B. A.

Carpenters No. 720 (Swedish). 20 Madison St.; 2d and 4th Tues.; J. Oscar Forsberg, S., 7 Everard St.; John Hanigan, B. A.

Carpenters No. 877 (Mill). 20 Madison St.; Felix Faucher, S., 62 Columbus Av.; John Hanigan, B. A.

Carpet Weavers Association. Southgate and Grand Sts.; 4th Tues.; William Evans, S., 8 Douglas Ct.

Cement Workers No. 176. 566 Main St.; Sun.; Herbert G. Bullard, S. T., 73 Wellington St.

Cigar Makers No. 92. 419 Main St.; 1st Fri.; George Apholt, S., Box 339.

City Employees No. 200. 109 Front St.; 1st and 3d Sun.; William Butler, R. S., 12 Washburn St.

Cloak and Skirt Makers No. 75. 83 Green St.; alt. Mon.; Jacob Davis, S., 13 Waverly St.

Coal Teamsters No. 308. 20 Madison St.; 2d Sun.; Michael M. Colbert, 4 Arlington St.

Coopers No. 118 (Brewery). 20 Beacon St.; 1st Wed.; Jacob Drodtt, S., 4 Tainter St.

Cutting Die and Cutter Makers No. 301. 9 Bartlett St.; 2d Wed.; John Greenhalge, S., 76 Arlington St.

Electrical Workers No. 96. 419 Main St.; 2d and 4th Mon.; Dominic F. Ralph, S., George H. Miller, B. A., Box 485.

Engineers, Amalgamated Society of: Worcester Branch No. 757. 566 Main St.; alt. Sat.; William Shaw, S., 25 Hacker St.

Granite Cutters: Worcester Branch. 34 Front St.; 3d Fri.; Thomas J. Duran, S., 60 Maywood St.

Hoisting and Portable Engineers No. 221. 419 Main St.; 2d and 4th Thurs.; Thomas S. Shed, S. T., 15 Arthur St.

Horseshoers No. 31. 9 Bartlett St.; 2d and 4th Mon.; J. Mederic Roy, S., 24 Thorne St.

Industrial Workers No. 208 (Metals and Machinery). F. O. Soderberg, S., 5 Hooper St.

Industrial Workers No. 320. H. Werne, S., 11 Reeves St.

Janitors No. 380. Salisbury School Bldg.; 1st Sat.; Dennis J. Callahan, S., 57 Barclay St.

Lathers No. 79. 419 Main St.; 2d and 4th Wed.; Charles R. Pepin, S., 419 Main St.

Locomotive Engineers No. 64. 405 Main St.; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St.; Geo. W. Hubbard, Chief Engineer, 517 Grove St.

Locomotive Firemen and Enginemen: Bay State Lodge No. 73. 184 Main St.; 2d and 4th Sun.; Howard B. Richardson, S. and B. A., 4 Ericson St.

Machinists No. 339. 113 Southgate St.; W. A. Prentice, S.

Machinists: Equality Lodge No. 694. 6 Washington Av.; 1st and 3d Tues.; Albert N. Young, S., 1209 Grafton St.

Maintenance of Way Employees No. 285. 26 Trumbull St.; 2d Sat.; C. P. Groves, S. T., 104 Woodland St.

Metal Polishers No. 33. 20 Madison St.; 2d and 4th Fri.; Clarence Taylor, S., 9 Bradford St.; Fred W. Oakes, Pres., 380 Park Av.

Molders No. 5. 20 Madison St.; Mon.; Joseph E. Johnson, S., Box 743; Frank J. McGee, B. A., 82 Birch St.

Musicians Association No. 143. 554 Main St.; Sun.; Louis T. Estabrook, S., 354 Pleasant St.

Painters, Decorators, and Paperhangers No. 48. 20 Madison St.; Mon.; William Crosbie, S., 2 Illinois St.; James E. Heffron, B. A.

DIRECTORY OF LABOR ORGANIZATIONS.

Local Trade Unions.

Paperhangers No. 483. 419 Main St.; W. T. Murphy, S., 24 Winfield St.

Pattern Makers Association. 20 Madison St.; 1st, 3d, and 5th Tues.; James O. Potts, S., 71 Prospect St.; John C. Kear, B. A., 12 Kilby St., Tel. Park 8435 J.

Photo-Engravers No. 47. 566 Main St.; 4th Tues.; Albert W. Schwartz, S., 14 Clarence St.

Piano Workers No. 58. By appointment; Theodore Miller, S. T., 13½ Kilby St.

Plumbers No. 4. 566 Main St.; 2d and 4th Thurs.; Daniel J. Buckley, S., 12 Bluff St.

Printing Pressmen and Assistants No. 72. 566 Main St.; 1st Tues.; Edmund J. Gendron, S. T., 27 Chrome St.

Railroad Station Employees No. 10. 2d Tues.; Daniel D. Sullivan, S., 10 McCormick Ct.

Railroad Trainmen: Bay State Lodge No. 88. 184 Main St.; 2d Sun. and 4th Mon.; T. H. Leonard, S., 22 Harlow St.; J. P. MacArdle, Gen. S., Board of Adjustment, 5 Scituate Pl.

Railroad Trainmen: Worcester Lodge No. 553. 566 Main St.; 1st Sun. and 3d Tues.; M. N. Doyle, Pres., 334 Millbury St.; W. E. Keeran, S. and B. A., 6 Canton St.

Railway Clerks: Worcester Lodge No. 84. 306 Main St.; 4th Mon.; John J. Power, S., 12 S. Irving St.

Railway Conductors No. 237. 405 Main St.; 2d and 4th Sun.; James J. Butler, S. T., 42 Penn Av.

Roofers No. 44, Slate and Tile. John M. Doyle, S., 109 Summer St.

Sheet Metal Workers No. 194. 20 Madison St.;

1st and 3d Tues.; Gordon E. Sutherland, S., 4 Tainter St.

Stationary Firemen No. 88. 64 Southbridge St.; 2d Sun. and 4th Wed.; M. J. Greene, S., 87 Gage St.; John H. Ashe, B. A., 70 Chandler St.

Steam Engineers No. 78. 566 Main St.; 1st and 3d Thurs.; M. F. Scanlon, S., 10 Colton St.; William J. Brady, B. A., 2 Chrome St.

Steam, Hot Water and Power Pipe Fitters and Helpers No. 25. 419 Main St.; 2d and 4th Tues.; James S. Noonan, S., 31 Union Av.; Edward S. Logan, B. A., Quinsigamond Av.

Steamfitters, Gasfitters, and Helpers No. 408. 20 Madison St.; 1st and 3d Tues.; Walter Chase, S., 58 Alvarado Av.; George McDonald, B. A., 724 Chandler St.

Stone Cutters Association. 418 Main St.; 2d and 4th Thurs.; James Carroll, S., 16 Fruit St.

Stonemasons No. 29. 64 Southbridge St.; Fri.; Thomas Loughlin, S., 12 South St.

Street and Electric Railway Employees No. 22. 34 Front St.; 1st Tues.; George H. Gardner, S., 177 Beacon St.

Teamsters No. 150, General. 20 Madison St.; 1st and 2d Sun.; J. A. W. Bosley, S., 7 Hawley St.; Benjamin Bowness, S. T., 7 Chamberlain Pl.

Theatrical Stage Employees No. 96. 34 Front St.; 4th Sun.; J. H. Staff, S., 8 Dix St.; George T. Rock, B. A., 179 Grafton St.

Typographical No. 165. 20 Madison St.; 1st Sun.; Frank P. Hughes, S., Box 895.

Web Pressmen No. 29. 566 Main St.; 2d Mon.; Robert Becker, S. T., 101 Providence St.

SUPPLEMENTARY LIST—LOCAL TRADE UNIONS.

[Since the preceding matter appeared in page proof from the printer, information has been received relative to the following unions which are not listed in the foregoing pages.]

Gloucester.

Fish Skinners, Trimmers, Cutters, and Pressmen No. 14307. John Souza, S., 14 Trask St.

Fish Workers No. 14317 (Women). Miss Mary Nave, S., 23 Trask St.

Ship Riggers No. 14336. John Delany, S., Gloucester, Mass.

Lawrence.

Grocery and Provision Clerks. Peter Soucy, S., 137 Margin St.

Lynn.

Lastmakers No. 14375. L. J. Kennedy, S., 34 Salem St.

Pittsfield.

Sheet Metal Workers No. 422. William Kreeper, S., 29 Linden St.

Quincy.

City Employees No. 14266. John McNeil, S., Coddington St.

Woburn.

Bartenders No. 83. Thomas J. Weafer, S., 8 Stoddard St.

Worcester.

Bakers No. 177. C. Hohler, S., 307 Millbury St.

PART II.

LABOR LEGISLATION IN MASSACHUSETTS,
1913

WITH TEXT OF LEGISLATION FOR 1912 AND CUMULATIVE INDEX OF THE
LABOR LAWS IN EFFECT DECEMBER 31, 1913.

LABOR LEGISLATION IN MASSACHUSETTS, 1913.

WITH TEXT OF LEGISLATION FOR 1912 AND CUMULATIVE INDEX OF THE LABOR
LAWS IN EFFECT DECEMBER 31, 1913.

This Bulletin contains the laws affecting labor which were passed by the Legislature of Massachusetts during the session of 1913. The labor laws in effect at the end of the legislative session of 1909 were presented in Labor Bulletin No. 67, the legislation of 1910 in Labor Bulletin No. 73 (and reprinted in Labor Bulletin No. 84), the legislation of 1911 in Labor Bulletin No. 84, and the legislation of 1912 in Labor Bulletin No. 92.

The edition of Bulletin No. 92 became exhausted in August, 1913, and in view of the considerable demand for copies it was deemed advisable to reprint the text of the labor legislation of 1912 with this compilation of the legislation of 1913. The text of those acts of 1912 which were amended in 1913 have been printed as amended.

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CHAPTER 673. An Act to increase the powers and further define the duties of the minimum wage commission.

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CHAPTER 696. An Act relative to the amount to be paid under the workmen's compensation act in cases of certain specified injuries.

CHAPTER 746. An Act relative to the reports required in respect to industrial accidents.

CHAPTER 807. An Act to provide for compensating certain public employees for injuries sustained in the course of their employment.

CHAPTER 813. An Act relative to industrial accidents and occupational diseases.

Labor Disputes.

CHAPTER 444. An Act relative to the State Board of Conciliation and Arbitration.

CHAPTER 515. An Act relative to the granting of injunctions and temporary restraining orders.

CHAPTER 690. An Act to define the extent to which peaceful persuasion is permitted.

Licenses.

CHAPTER 209. An Act relative to special licenses of engineers and firemen.

CHAPTER 714. An Act relative to the licensing of operators of passenger elevators in the city of Boston.

Pensions.

CHAPTER 63. An Act relative to the retirement association of State employees.

CHAPTER 310. An Act to permit certain employees of the Commonwealth to become members of the State employees' retirement association.

CHAPTER 313. An Act relative to the retirement of certain veterans in the service of the city of Boston.

CHAPTER 367. An Act relative to a retirement fund for laborers employed by the city of Boston.

CHAPTER 545. An Act relative to the annuities of widows and children of police officers of the Metropolitan Park Commission.

CHAPTER 613. An Act to authorize insurance companies to pension employees.

CHAPTER 657. An Act relative to services rendered by pensioners or annuitants to a municipality or county.

CHAPTER 671. An Act relative to pensioning laborers in the employ of fire districts and water districts.

CHAPTER 681. An Act relative to police pensions.

CHAPTER 697. An Act relative to pensioning permanent and call members of fire departments in cities.

CHAPTER 711. An Act to authorize the pensioning of certain women employed by the sergeant-at-arms.

CHAPTER 770. An Act relative to the members of the Police and Fire Departments of the city of Boston, who were formerly in the service of the town of Hyde Park.

CHAPTER 800. An Act relative to pensioning members of the Fire Department of the city of Boston.

CHAPTER 817. An Act relative to the retirement system for the employees of the counties of the Commonwealth.

CHAPTER 832. An Act to establish a retirement system for public school teachers.

CHAPTER 35. Resolve to provide for the printing and distribution of the special report of the Board of Education relative to retirement allowances for public school teachers.

CHAPTER 106. Resolve to provide for a commission to devise a just and comprehensive system of State, county and municipal pensions.

Picketing.

CHAPTER 690. An Act to define the extent to which peaceful persuasion is permitted.

School Attendance.

CHAPTER 467. An Act to require the attendance of illiterate minors between the ages of sixteen and twenty-one years in a public evening school.

CHAPTER 779. An Act relative to school attendance and to the employment of minors.

CHAPTER 805. An Act relative to the establishment and maintenance of continuation schools and courses of instruction for working children.

Wages.

CHAPTER 330. An Act to facilitate the gathering of information relative to the wages of women and minors.

CHAPTER 673. An Act to increase the powers and further define the duties of the Minimum Wage Commission.

CHAPTER 685. An Act relative to wages of employees of the Metropolitan Park Commission and of the Metropolitan Water and Sewerage Board.

Woman Labor.

CHAPTER 330. An Act to facilitate the gathering of information relative to the wages of women and minors.

CHAPTER 365. An Act relative to posting in country hotels notice of the hours of employment therein of women and minors.

CHAPTER 426. An Act relative to certain boxes and baskets used in mills and workshops where women are employed.

CHAPTER 673. An Act to increase the powers and further define the duties of the Minimum Wage Commission.

CHAPTER 711. An Act to authorize the pensioning of certain women employed by the sergeant-at-arms.

CHAPTER 758. An Act relative to the hours of employment of women and minors.

Miscellaneous.

CHAPTER 344. An Act relative to lamplighters lighting the lamps in the streets, alleys, public grounds and parks of the city of Boston.

CHAPTER 347. An Act relative to prosecutions under the Act regulating the business of making small loans.

CHAPTER 358. An Act relative to the annual report of the director of the bureau of statistics on the statistics of labor.

CHAPTER 438. An Act to authorize the city of Fall River to acquire and rent suitable structures for a municipal market.

CHAPTER 471. Section 5. [Equitable process after judgment.]

CHAPTER 520. An Act to provide that all pay rolls, bills and accounts for compensation of persons in the service of any city other than Boston shall be verified by oath.

CHAPTER 534. An Act relative to the preparation and printing of lists of State officials and employees with their salaries or compensation.

CHAPTER 628. An Act to provide that public school teachers shall not be restricted in the exercise of certain political rights.

CHAPTER 709. An Act to enlarge the powers and duties of the attorney-general.

CHAPTER 825. An Act relative to the verification of certain pay rolls.

CHAPTER 64. Resolve to provide for an investigation of the white slave traffic, so-called.

2. TEXT OF THE ACTS.

In the following presentation the amendments to former acts are printed in italics and the old matter omitted is enclosed in heavy brackets.

CHAPTER 48.

AN ACT RELATIVE TO EXPENDITURES OF THE INDUSTRIAL ACCIDENT BOARD.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part III, section 2, as amended by acts of 1912, chapter 571, section 7.] *Section 2.* The salaries and expenses of the board shall be paid by the commonwealth. The salary of the chairman shall be five thousand dollars a year, and the salary of the other members shall be forty-five hundred dollars a year each. The board may appoint a secretary at a salary of not more than three thousand dollars a year, and may remove him. It shall also be allowed [an annual sum, not exceeding ten thousand dollars,] *such sums as may annually be appropriated by the general court* for clerical service, and travelling and other necessary expenses. The board shall be provided with an office in the state house or in some other suitable building in the city of Boston, in which its records shall be kept.

SECTION 2. This act shall take effect upon its passage. [*Approved February 4, 1913.*]

CHAPTER 63.

AN ACT RELATIVE TO THE RETIREMENT ASSOCIATION OF STATE EMPLOYEES.²

SECTION 1. . . . [Amends acts of 1911, chapter 532, section 6, sub-section 2, division A, clause (b).] (b) Should a member of the association die before becoming entitled to a pension, there shall be paid to his legal representatives all the money paid in by him under section five, (2) A, with such interest as shall have been earned on such deposits: *provided, that, if there is no executor or administrator of the estate of such deceased person, all sums due under this paragraph, not exceeding fifty dollars in any one case, may be paid to such person or persons as appear to be entitled to the proceeds of the estate.*

SECTION 2. This act shall take effect upon its passage. [*Approved February 11, 1913.*]

CHAPTER 205.

AN ACT RELATIVE TO THE EMPLOYMENT OF PUBLIC SCHOOL TEACHERS THROUGH THE BOARD OF EDUCATION.

SECTION 1. Chapter three hundred and ninety-nine of the acts of the year nineteen hundred and six, as amended by chapter two hundred and thirteen of the acts of the year nineteen hundred and seven, relating to the employment of public school teachers through the board of education, is hereby repealed.

SECTION 2. This act shall take effect upon its passage. [*Approved February 28, 1913.*]

¹ For complete workmen's compensation act, as amended in 1913, see Chapter 571 on pages 192-204, *post*.

² For retirement act, as amended in 1913, see Chapter 363 on pages 174-182, *post*.

CHAPTER 209.

AN ACT RELATIVE TO SPECIAL LICENSES OF ENGINEERS AND FIREMEN.

. . . [Amends acts of 1911, chapter 562, section 4.] *Section 82.* Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes:—Engineers' licenses:—First class, to have charge of and operate any steam plant. Second class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed one hundred and fifty horse power, or to operate a first class plant under the engineer in direct charge of the plant. Third class, to have charge of and operate a boiler or boilers not exceeding in the aggregate one hundred and fifty horse power, and an engine not exceeding fifty horse power, or to operate a second class plant under the engineer in direct charge of the plant. Fourth class, to have charge of and operate hoisting and portable engines and boilers. Portable class, to have charge of or to operate portable boilers and portable engines, except hoisting engines or steam fire engines. Steam fire engineers' class, to have charge of or to operate steam fire engines and boilers. Firemen's licenses:—Extra first class, to have charge of and operate any boiler or boilers. First class, to have charge of and operate any boiler or boilers where the safety valve or valves are set to blow at a pressure not exceeding twenty-five pounds to the square inch, or to operate high pressure boilers under the engineer or fireman in direct charge thereof. Second class, to operate any boiler or boilers under the engineer or fireman in direct charge thereof. A person holding an extra first class or first class fireman's license may operate a third class plant under the engineer in direct charge of the plant. Special licenses:—A person holding an engineer's or fireman's license, who desires to have charge of or to operate a particular steam plant, may, provided that he holds an engineer's or fireman's license and that he files with his application for such examination a written request signed by the owner or user of said plant, be examined as to his competence for such service and no other, and, if found competent and trustworthy, he shall be granted a license for such service and no other: *provided, however,* that no special license shall be granted to give any person charge of *or permission to operate* an engine of over one hundred and fifty horse power. [*Approved February 28, 1913.*]

CHAPTER 212.

AN ACT RELATIVE TO THE INSPECTION AND REGULATION OF TENEMENT AND LODGING HOUSES IN THE CITY OF LAWRENCE.

SECTION 1. The board of health in the city of Lawrence may by a vote limit the number of occupants in any tenement or lodging house, or in any part or parts of the same, and shall in such case cause a notice stating such number to be posted conspicuously in such building and served upon the owner, agent or person having charge thereof. If the number is exceeded, the board may order the premises vacated, and they shall not again be occupied until said board shall so permit, upon being satisfied that the vote will be complied with. Said board may make such further regulations as to overcrowding, ventilation and occupation of such houses and the cellars thereof, not inconsistent with other laws, as it may deem proper.

SECTION 2. Every owner or agent, or person having charge, of a tenement or lodging house in the city of Lawrence shall leave his address with the board of health, and shall have legibly posted on the wall or in the entry of such tenement or lodging house the name and address of such owner and of the agent or person having charge of the same; and service upon parties whose address is out of the city, of any papers or notices required by this act, or any act relating to the preservation of health, or by any proceedings to enforce any provision of any such act, shall be sufficient if made by sending a copy of such paper or notice through the mail to the address of the person so designated as owner, agent, or person having charge of such tenement or lodging house; and service on parties whose address is in the city may be made by leaving the copy at such address.

SECTION 3. Every officer of the board of health in the city of Lawrence, and every officer upon whom any duty or authority is imposed or conferred, may have free access to every part of any lodging or tenement house, in the proper execution of the duties of his office.

SECTION 4. Any person violating any provision of this act shall be punished by a fine not exceeding one hundred dollars, or by confinement in the house of correction for a term not exceeding sixty days. [*Approved March 6, 1913.*]

CHAPTER 290.

AN ACT TO AUTHORIZE THE ADDING OF INTEREST TO DAMAGES AWARDED FOR DEATH CAUSED BY NEGLIGENCE.

SECTION 1. In any suit at law hereafter brought in which a verdict is given for pecuniary damages for the death, with or without conscious suffering, of any person, whether or not such person was in the employ of the defendant whose negligence is determined to have been the cause of death, there shall be added to the amount of the verdict interest thereon from the date of the writ.

SECTION 2. This act shall take effect upon its passage. [*Approved March 12, 1913.*]

CHAPTER 310.

AN ACT TO PERMIT CERTAIN EMPLOYEES OF THE COMMONWEALTH TO BECOME MEMBERS OF THE STATE EMPLOYEES' RETIREMENT ASSOCIATION.¹

SECTION 1. Any person who has heretofore given notice in writing to the insurance commissioner that he did not wish to join the retirement association established by chapter five hundred and thirty-two of the acts of the year nineteen hundred and eleven, in accordance with clause (1) of section three thereof, may become a member of the said association: *provided*, that he gives notice in writing to the insurance commissioner during the calendar year nineteen hundred and thirteen that he desires to become a member of the association.

SECTION 2. The pension for prior service of any person becoming a member of the retirement association under the provisions of this act shall not be based upon or include any allowance for the period of time between the first day of

¹ Amends acts of 1911, chapter 532, as amended by acts of 1912, chapter 363, see *post*, pages 174-182.

June, nineteen hundred and twelve, and the date when such person becomes a member of the association.

SECTION 3. This act shall take effect upon its passage. [*Approved March 19, 1913.*]

CHAPTER 313.

AN ACT RELATIVE TO THE RETIREMENT OF CERTAIN VETERANS IN THE SERVICE OF THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1911, chapter 113, section 1.] *Section 1.* A veteran of the civil war in the service of the city of Boston, if incapacitated for active duty, may be retired from active service, with the consent of the mayor, at one half the rate of compensation paid to him at the time of his retirement, to be paid out of the treasury of the city: *provided*, that no veteran shall be entitled to be retired under the provisions of this act unless he shall have been in the service of the city for at least ten years; *and provided, further, that in the case of janitors in the employ of the school committee of the city the rate of pension shall be based upon the net compensation of such employees as determined by the school committee.*

SECTION 2. This act shall take effect upon its passage. [*Approved March 21, 1913.*]

CHAPTER 318.

AN ACT RELATIVE TO DAYS OFF FOR MEMBERS OF THE FIRE DEPARTMENTS OF THE CITIES OF LOWELL, TAUNTON AND NORTHAMPTON.

SECTION 1. Members of the fire department of any city which accepts the provision of this act, as hereinafter provided, shall be excused from duty for one day out of every five days, without loss of pay. The time and the manner of so excusing them shall be determined by the chief, or other officer or board at the head of the fire department.

SECTION 2. The chief, or other officer, or board at the head of the fire department shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor: *provided*, that such day off shall be granted to him as soon thereafter as may be practicable; and such days shall be in addition to any annual vacation now or hereafter allowed to the members of the said department, and such annual vacation shall not be diminished on account of the days off herein provided for.

SECTION 3. This act shall be submitted to the voters of the cities of Lowell, Taunton and Northampton at the state election in the current year, and shall take effect in any of the said cities upon its acceptance by a majority of the voters voting thereon. [*Approved March 21, 1913.*]

CHAPTER 330.

AN ACT TO FACILITATE THE GATHERING OF INFORMATION RELATIVE TO THE WAGES OF WOMEN AND MINORS.¹

SECTION 1. . . . [Amends acts of 1912, chapter 706, section 11.] *Section 11.* Every employer of women and minors shall keep a register of the names, [and] addresses *and occupations* of all women and minors employed by him and shall, on request *of the commission or of the director of the bureau of statistics*, permit the commission or any of its members or agents, *or the director of the bureau of statistics or any duly accredited agent of said bureau*, to inspect the said register [The commission shall also have power to subpœna witnesses, administer oaths and take testimony,] and to examine such parts of the books and records of employers as relate to the wages paid to women and minors. *The commission shall also have power to subpœna witnesses, administer oaths and take testimony.* Such witnesses shall be summoned in the same manner and be paid from the treasury of the commonwealth the same fees as witnesses before the superior court.

SECTION 2. This act shall take effect upon its passage. [Approved March 21, 1913.]

CHAPTER 333.

AN ACT RELATIVE TO RECORDS OF INJURIES TO EMPLOYEES IN FACTORIES.

SECTION 1. All records and reports made by the district police in respect to injuries to employees in factories, workshops and mercantile establishments shall be open to inspection by the public at all reasonable times.

SECTION 2. This act shall take effect upon its passage. [Approved March 21, 1913.]

CHAPTER 344.

AN ACT RELATIVE TO LAMPLIGHTERS LIGHTING THE LAMPS IN THE STREETS, ALLEYS, PUBLIC GROUNDS AND PARKS OF THE CITY OF BOSTON.

SECTION 1. Any person who was engaged in the occupation of lamplighter lighting the gas lamps in the streets, alleys, public grounds and parks of the city of Boston, on the first day of January in the year nineteen hundred and thirteen, and who has lost or shall within two years from said first day of January lose his position by reason of a change in the street lighting methods employed by the city, may in the discretion of the mayor of said city be appointed to a position as laborer or skilled laborer in the labor service of any department of the city for which such lamplighter is qualified and fitted by previous training and experience, or subject to the approval of said mayor by the head of any such department of said city without being subject as to his appointment to civil service rules, and without undergoing a civil service examination, and thereupon he shall be registered upon the list in the class to which he has been appointed and shall be subject to civil service laws and rules.

SECTION 2. This act shall take effect upon its acceptance by the city council and its approval by the mayor of the city of Boston. [Approved March 26, 1913.]

¹ For minimum wage act, as amended in 1913, see *post*, page 229.

CHAPTER 347.

AN ACT RELATIVE TO PROSECUTIONS UNDER THE ACT REGULATING THE BUSINESS OF
MAKING SMALL LOANS.

SECTION 1. . . . [Amends acts of 1911, chapter 727, section 3.¹] *Section 3.* No person, partnership, corporation, or association within the commonwealth, shall directly or indirectly engage in the business of making loans of three hundred dollars or less, if the amount to be paid on any such loan, for interest and expenses, exceeds in the aggregate an amount equivalent to twelve per cent per annum upon the sum loaned, without first obtaining from the supervisor of loan agencies a license to carry on the said business in the city or town in which the business is to be transacted. When [an] application for a loan, or for an endorsement or guarantee, or for the purchase of a note is made by any person within this commonwealth, and the money is advanced, or the endorsement or guarantee is made or furnished by any person, partnership, corporation, or association situated without the commonwealth, the transaction shall be deemed a loan made within the commonwealth, and such a loan and the parties making it shall be subject to the provisions of this act. The buying or endorsing of notes, or the furnishing of guarantee or security for compensation shall be considered to be engaging in the business of making small loans within the provisions of this act. *In prosecutions under this act, the amount to be paid upon any loan of three hundred dollars or less for interest or expenses shall include all sums paid or to be paid by or on behalf of the borrower for interest, brokerage, recording fees, commissions, services, extension of loan, forbearance to enforce payment, and all other sums charged against or paid or to be paid by the borrower for making or securing directly or indirectly the loan, and shall include all such sums when paid by or on behalf of or charged against the borrower for or on account of making or securing the loan, directly or indirectly, to or by any person, partnership, corporation or association other than the lender, if such payment or charge was known to the lender at the time of making the loan, or might have been ascertained by reasonable inquiry. Any person, partnership, corporation or association directly or indirectly engaging in the business of negotiating, arranging, aiding or assisting the borrower or lender in procuring or making loans of three hundred dollars or less for which the amount paid or to be paid for interest and expenses, including all amounts paid or to be paid to any other party therefor exceeds in the aggregate an amount equivalent to twelve per cent per annum, whether such loans are actually made by such person, partnership, corporation or association, or by another party or parties, shall be deemed to be engaged in the business of making small loans and shall be subject to the provisions of this act.*

SECTION 2. . . . [Amends acts of 1911, chapter 727, section 17.²] *Section 17.* Whoever not being duly licensed as provided in this act, on his own account or on account of any other person, partnership, corporation or association not so licensed, engages in or carries on, directly or indirectly, either separately or in connection with or as a part of any other business, the business of making loans or

¹ Also amends acts of 1912, chapter 675, section 2.

² Also amends acts of 1912, chapter 675, section 5.

buying notes or furnishing endorsements or guarantees, to which the provisions of this act apply, shall be punished by a fine of not more than five hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. And any loan made or note purchased, or endorsement or guarantee furnished by an unlicensed person, partnership, corporation or association in violation of this act shall be void. *In prosecutions under this act the fact that the defendant has made or assisted in the making of two or more loans of three hundred dollars or less upon which there has directly or indirectly been paid or charged for interest, brokerage, recording fees, commissions, services, extension of loan, forbearance to enforce payment or other expenses, a sum which exceeds in the aggregate an amount equivalent to twelve per cent per annum upon the amount actually received by the borrower, whether such sum has been paid to or charged by the defendant or paid to or charged by any other person, partnership, corporation or association shall be prima facie evidence that the defendant has engaged in and carried on the business of making loans to which the provisions of this act apply.* [Approved March 26, 1913.]

CHAPTER 357.

AN ACT RELATIVE TO THE USE OF SAFETY DEVICES ON THE CARS OF STREET RAILWAY COMPANIES.

SECTION 1. . . . [Amends acts of 1906, chapter 463, Part III, section 90, as amended by acts of 1911, chapter 345.] *Section 90.* A street railway company shall equip its cars, when in use, with such headlights, fenders, wheel guards, brakes, [and] emergency tools *and other safety devices* as may be required by the board of railroad commissioners, and said board may modify its requirements.

SECTION 2. This act shall take effect upon its passage. [Approved March 26, 1913.]

CHAPTER 358.¹

AN ACT RELATIVE TO THE ANNUAL REPORT OF THE DIRECTOR OF THE BUREAU OF STATISTICS ON THE STATISTICS OF LABOR.

CHAPTER 371, ACTS OF 1909 (AS AMENDED BY CHAPTER 83, ACTS OF 1910; CHAPTER 74, ACTS OF 1911; AND CHAPTER 358, ACTS OF 1913.)

SECTION 3. The director of the bureau of statistics shall annually on or before the third Wednesday in January submit to the general court a statement summarizing the work of the bureau during the preceding year, and shall make therein such recommendations as he may deem proper. He shall also prepare annually for distribution as public documents, a report on the statistics of labor, which shall embody statistical and other information relating especially to labor affairs in the commonwealth; a report on the statistics of manufactures, to be gathered as hereinafter more particularly provided for; a report on the financial statistics of the cities and towns of the commonwealth, to be gathered as hereinafter more particularly provided for; and a report covering the work of the free employment offices. The secretary of the commonwealth shall cause copies of these several annual reports to be printed as follows: — Of the report on the statistics of labor, three

¹ In view of the many amendments made to Section 3, the text of the entire section, as amended, is printed here. Chapter 358, Acts of 1913, was approved March 26, 1913.

thousand five hundred copies, of which two thousand five hundred shall be for the use of the bureau, *but there shall be issued an additional number of the several parts of said report such as in the judgment of the director of the bureau may be required to meet the public demand for the same*; of the report on the statistics of manufactures, three thousand copies, of which two thousand shall be for the use of the bureau; of the report on the statistics of municipal finances, seven thousand copies, of which six thousand shall be for the use of the bureau; of the report on the free employment offices, two thousand five hundred copies, of which one thousand five hundred shall be for the use of the bureau.

CHAPTER 359.

AN ACT TO PROHIBIT IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS THE MAKING UP OF TIME LOST ON ACCOUNT OF A LEGAL HOLIDAY.

SECTION 1. It shall be unlawful to require or to request any person employed in a manufacturing or mechanical establishment to work more hours in any one day than is now limited by law, in order to make up time lost by reason of a legal holiday.

SECTION 2. Whoever violates the provisions of this act shall be punished by a fine not exceeding one hundred dollars for each offence. [*Approved March 26, 1913.*]

CHAPTER 365.

AN ACT RELATIVE TO POSTING IN COUNTRY HOTELS NOTICE OF THE HOURS OF EMPLOYMENT THEREIN OF WOMEN AND MINORS.

SECTION 1. In towns of less than forty-five hundred inhabitants, the employer of women or minors in a hotel or upon premises used for the temporary purpose of publicly providing and serving meals shall be exempt from posting the notices required by the provisions of section forty-seven of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine.

SECTION 2. This act shall take effect upon its passage. [*Approved March 26, 1913.*]

CHAPTER 367.

AN ACT RELATIVE TO A RETIREMENT FUND FOR LABORERS EMPLOYED BY THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1911, chapter 413, section 1.] *Section 1.* There shall be a retirement board for the laborers employed by the city of Boston, consisting of the mayor, the auditor and the treasurer of the city, who shall discharge the duties hereby imposed upon them without additional compensation. *The word "laborers," as here used shall mean laborers, skilled laborers, mechanics and craftsmen as registered upon the lists of the civil service commission for the labor service in the city of Boston at the date of retirement, and shall include all janitors and all women performing duties similar to those attached to positions in the labor service.*

SECTION 2. . . . [Amends acts of 1911, chapter 413, section 2.] *Section 2.* Any laborer employed by the city of Boston who has reached the age of sixty

years and who has been in the service of the city for a period of not less than twenty-five years, and who is physically incapacitated, shall, at his request and with the approval of the retirement board above provided for, be retired from service, and shall receive for the remainder of his life an annual pension equal to one half of the compensation [which he received] *to which he would have been entitled for full employment* during the last year of his service for the city; *but in no case shall such pension exceed in amount the sum of three hundred and sixty dollars per year.* It shall be the duty of the said board so to retire any laborer in the service of the city who has reached the age of seventy years and has served the city for a period of not less than twenty-five years.

SECTION 3. This act shall take effect upon its passage. [*Approved March 26, 1913.*]

CHAPTER 368.

AN ACT RELATIVE TO THE OBTAINING OF POSITIONS BY SCHOOL TEACHERS.

SECTION 1. . . . [Amends acts of 1911, chapter 731, section 1.] *Section 1.* Any graduate of any high school or normal school in this commonwealth, or of any other school considered by the board of education to be of equal grade, or the graduate of any reputable college, provided that such graduate is a person of good character [and is a resident of the state], may file an application with the board of education for a position as school teacher upon the payment of a fee of two dollars. The application shall set forth the name, address, and, briefly, the experience and qualifications of the applicant. It shall be the duty of the board of education to communicate with the school committees in the cities and towns of the commonwealth, and with persons who have made application for a position as school teacher in accordance with the provisions of this section, and to procure positions for them so far as may be possible, free of expense to the applicant beyond the aforesaid fee, and without expense to the various school committees. The said board shall cause to be printed and sent to school committees of cities and towns a list of the applicants for positions as aforesaid, with a brief statement of their qualifications and experience.

SECTION 2. This act shall take effect upon its passage. [*Approved March 26, 1913.*]

CHAPTER 389.

AN ACT TO PROVIDE FOR THE ESTABLISHMENT AND MAINTENANCE OF A FREE EMPLOYMENT OFFICE FOR MINORS OF THE CITY OF BOSTON BY THE SCHOOL COMMITTEE OF SAID CITY.

SECTION 1. There may be established and maintained by the school committee of the city of Boston an employment office for registering applications of minors residing in the city of Boston who seek employment, and of those who desire to employ such minors.

SECTION 2. The school committee shall establish regulations respecting the conduct of the office and shall take such action as the committee deems best to promote the purposes of an employment office for minors, and to bring together such minors seeking employment and those desiring to employ them.

SECTION 3. No fees, direct or indirect, shall be charged to or accepted from applicants for employment who apply at the office established hereunder, and the

expense of maintaining the same shall be charged to the appropriation for the support of schools in the city of Boston.

SECTION 4. This act shall take effect upon its passage. [*Approved March 28, 1913.*]

CHAPTER 424.

AN ACT RELATIVE TO THE INSPECTORS OF FACTORIES AND BUILDINGS OF THE DISTRICT POLICE.

SECTION 1. The inspectors of factories and public buildings of the district police who were transferred to the state board of labor and industries, established by chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve, shall, upon their request in writing to the governor, be transferred to the building department of the district police to fill any vacancies in that department which may occur after the first day of June in the year nineteen hundred and thirteen.

SECTION 2. This act shall take effect upon its passage. [*Approved April 2, 1913.*]

CHAPTER 426.

AN ACT RELATIVE TO CERTAIN BOXES AND BASKETS USED IN MILLS AND WORKSHOPS WHERE WOMEN ARE EMPLOYED.

SECTION 1. Boxes, baskets and other receptacles having the dimensions of not less than two feet in width, two and one half feet in length and two feet in height, or equivalent dimensions, which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys, casters or some other mechanical device so that they can be moved easily from place to place in such establishments.

SECTION 2. Whoever violates the provisions of this act shall be punished by a fine not exceeding fifty dollars for every day during which there shall be a failure to equip or provide such boxes, baskets or other receptacles with some one of the appliances specified in section one of this act. [*Approved April 3, 1913.*]

CHAPTER 438.

AN ACT TO AUTHORIZE THE CITY OF FALL RIVER TO ACQUIRE AND RENT SUITABLE STRUCTURES FOR A MUNICIPAL MARKET.

SECTION 1. The city of Fall River is hereby authorized to take land and buildings, or to acquire the same by purchase or otherwise, or to build structures on land owned or acquired by the said city, and to rent any such land or structures for use as a municipal market.

SECTION 2. The damages occasioned by the taking of lands, easements or rights under the authority of this act shall be determined in the same manner as in the case of the taking of land for highway purposes.

SECTION 3. This act shall be submitted to the voters of the city of Fall River at the state election in the current year, and shall take effect upon its acceptance by a majority of the voters voting thereon. The question shall be submitted in the following form: — “Shall the city of Fall River acquire and rent suitable structures for a municipal market?” [*Approved April 3, 1913.*]

CHAPTER 444.

AN ACT RELATIVE TO THE STATE BOARD OF CONCILIATION AND ARBITRATION.

. . . [Amends acts of 1909, chapter 514, section 15.] *Section 15.* In all cases of investigation and inquiries made by the board, and in all proceedings before it, any member thereof may summon witnesses and may administer oaths and take testimony. The fees of such witnesses for attendance and travel shall be the same as in the case of witnesses before the superior court. [The board may summon as witnesses any operative and any person who keeps the record of wages earned in the department of business in which the controversy exists and may examine them upon oath and require the production of books which contain the record of wages paid. Summonses may be signed and oaths administered by any member of the board. Witnesses summoned by the board shall be allowed fifty cents for each attendance, and also twenty-five cents for each hour of attendance in excess of two hours, and shall be allowed five cents a mile for travel each way between their respective places of employment or business and the place where the board is in session.] Each witness shall certify in writing the amount of his travel and attendance, and the amount due to him shall be paid forthwith by the board, for which purpose the board may have money advanced to it from the treasury of the commonwealth as provided in section thirty-five of chapter six of the Revised Laws, as amended by section one of chapter three hundred and sixty-nine of the acts of the year nineteen hundred and five. [Approved April 3, 1913.]

CHAPTER 445.

AN ACT RELATIVE TO THE AMOUNT TO BE PAID UNDER THE WORKMEN'S COMPENSATION ACT IN CASES OF CERTAIN SPECIFIED INJURIES.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part II, section 11, as amended by acts of 1912, chapter 571, section 2.] *Section 11.* In case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation[s]:

(a) For the loss by severance of both hands at or above the wrist, or both feet at or above the ankle, or the loss of one hand and one foot, or the reduction to one tenth of normal vision in both eyes with glasses, one half of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of one hundred weeks.

(b) For the loss by severance of either hand at or above the wrist, or either foot at or above the ankle, or the reduction to one tenth of normal vision in either eye with glasses, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of fifty weeks.

(c) For the loss by severance at or above the second joint of two or more fingers, including thumbs, or toes, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twenty-five weeks.

¹ For the workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

(d) For the loss by severance of at least one phalange of a finger, thumb, or toe, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twelve weeks.

(e) *The additional amounts provided for in this section in case of the loss of a hand, foot, thumb, finger or toe shall also be paid for the number of weeks above specified, in case the injury is such that the hand, foot, thumb, finger or toe is not lost but is so injured as to be incapable of use: provided, that when the incapacity ceases the said additional payment shall also cease.*¹

SECTION 2. This act shall take effect upon its passage. [Approved April 7, 1913.]

CHAPTER 447.

AN ACT RELATIVE TO THE INCORPORATION AND MANAGEMENT OF CO-OPERATIVE ASSOCIATIONS WITH A CAPITAL STOCK NOT EXCEEDING TEN THOUSAND DOLLARS.

SECTION 1. Seven or more persons, residents of the commonwealth, may associate themselves as a corporation, association, society, company or exchange, for the purpose of conducting within the commonwealth any agricultural, dairy or mercantile business on the co-operative plan. The word "co-operative" shall form a part of the name of the corporation, and, for the purposes of this act, the words "association", "company", "exchange", "society" and "union", shall have the same signification and shall import a corporation.

SECTION 2. The corporation shall be formed in the manner prescribed in, and be subject to, the provisions of chapter four hundred and thirty-seven of the acts of the year nineteen hundred and three, and all acts in amendment thereof and in addition thereto, so far as they are not inconsistent with the provisions of this act.

SECTION 3. The capital stock of such a corporation shall not exceed the amount of ten thousand dollars. No stockholder shall own shares of a greater par value than four hundred dollars, or be entitled to more than one vote on any subject arising in the management of the corporation.

SECTION 4. At any regular meeting, or at any duly called special meeting, at which a majority of all its stockholders shall be present, a corporation organized under this act may authorize the investment of its reserve fund or any part thereof, first, in the building in which it is doing business, or, second, in a first mortgage of real estate owned and occupied as a dwelling by any of its stockholders.

SECTION 5. The directors of every such corporation shall apportion the earnings of the corporation in the following manner:

1. They shall set aside annually not less than ten per cent of the net profits of the corporation for a reserve fund until there is accumulated in said reserve fund an amount not less than thirty per cent of the paid-up capital stock.

2. They shall declare and pay dividends on the paid-up capital stock not exceeding five per cent per annum.

SECTION 6. 1. From the balance of the net earnings of the corporation the directors may appropriate a sum not exceeding five per cent of the annual net earnings to be used in teaching co-operation.

2. The directors may distribute the remainder of such earnings, or any part

¹ This last clause, beginning with the word "provided," was repealed by chapter 696, see *post*, page 48.

thereof, by a uniform dividend upon the amount of purchases of shareholders, and upon the amount of wages which have been earned and paid to employees, except that in the case of a purchaser who is not a shareholder but who desires to become a shareholder a dividend of one half the uniform dividend may be declared upon such nonshareholders' purchases and credited to him on account of the purchase of stock for which he may subscribe. The profits or net earnings of such a corporation shall be distributed to those entitled thereto at such times as the by-laws shall prescribe, which shall be as often as once in twelve months.

SECTION 7. Any co-operative association now organized by law in this commonwealth for any of the purposes mentioned in this act, and qualified so to do, may by a majority vote of the stockholders at a meeting called for the purpose vote to accept the provisions of this act, and shall thereupon present to the commissioner of corporations a certificate, signed and sworn to by its secretary, setting forth a copy of said vote, the date of the meeting at which the vote was passed, and such further evidence as the commissioner may require of its legal existence and of its intention to accept the provisions of this act. The commissioner shall examine the certificate and evidence of organization, and, if it appears that the provisions of law have been complied with, shall so certify, and shall approve the certificate by his endorsement thereon, and thereupon such corporation shall have the powers and privileges and be subject to the duties and liabilities of corporations formed under this act. Upon the payment of a fee of one dollar said certificate shall be filed in the office of the secretary of the commonwealth, who shall cause it and the endorsement thereon to be recorded.

SECTION 8. This act shall take effect upon its passage. [*Approved April 7, 1913.*]

CHAPTER 448.

AN ACT RELATIVE TO THE RECOVERY OF DAMAGES UNDER THE WORKMEN'S COMPENSATION ACT.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part III, section 15.]
Section 15. Where the injury for which compensation is payable under this act was caused under circumstances creating a legal liability in some person other than the subscriber to pay damages in respect thereof, the employee may at his option proceed either at law against that person to recover damages, or against the association for compensation under this act, but not against both, and if compensation be paid under this act, the association may enforce in the name of the employee, or in its own name and for its own benefit, the liability of such other person, *and in case the association recovers a sum greater than that paid by the association to the employee four fifths of the excess shall be paid over to the employee.*

SECTION 2. This act shall take effect upon its passage. [*Approved April 7, 1913.*]

CHAPTER 467.

AN ACT TO REQUIRE THE ATTENDANCE OF ILLITERATE MINORS BETWEEN THE AGES OF SIXTEEN AND TWENTY-ONE YEARS IN A PUBLIC EVENING SCHOOL.

SECTION 1. Every illiterate minor between sixteen and twenty-one years of age shall attend some public evening school in the city or town in which he resides for

¹ For the complete workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

the whole time during which the public evening schools are in session: *provided*, that such city or town maintains a public evening school. Attendance at a public day school, or at a private school approved for the purpose by the school committee, shall exempt such minor from attending a public evening school. This act shall not affect any existing laws regarding the compulsory school attendance of illiterate minors or their employment, but shall be in addition to such laws.

SECTION 2. The illiterate minor who wilfully violates any provision of this act shall be punished by a fine of not less than five dollars.

SECTION 3. Every person having under his control an illiterate minor between sixteen and twenty-one years of age shall cause him to attend a public evening school as hereby required; and if such person fails for six sessions within a period of one month to cause the minor so to attend school, unless the minor's physical or mental condition is such as to render his attendance at school harmful or impracticable, such person shall, upon complaint by a truant officer and conviction thereof, be punished by a fine of not more than twenty dollars.

SECTION 4. Whoever induces or attempts to induce such minor to absent himself unlawfully from school, or employs such a minor except as is provided by law, or harbors such a minor who, while school is in session, is absent unlawfully therefrom, shall be punished by a fine of not more than fifty dollars. [*Approved April 10, 1913.*

CHAPTER 471.

AN ACT RELATIVE TO POLICE, DISTRICT AND MUNICIPAL COURTS AND THEIR OFFICIALS AND PRACTICE.

.
[EQUITABLE PROCESS AFTER JUDGMENT.]

SECTION 5. [Amends Revised Laws, chapter 168, section 80.] *Section 80.* Upon the filing of an application of a judgment creditor, with an affidavit made by him or a person in his behalf that the judgment is founded upon a claim for the necessities of life furnished to the judgment debtor or his family, or for work or labor performed by the judgment creditor for the judgment debtor, the [justice or clerk of a] police, district or municipal court of the judicial district in which the judgment debtor [resides] *lives*, or, if he does not [reside] *live* within the district of any such court, [the justice or clerk of] a police, district or municipal court [held] *having a judicial district*, within the county, [and nearest to] *adjoining or near* the town in which the *judgment* debtor [resides] *lives*, or in the county of Nantucket a trial justice, shall issue a notice to said debtor to appear at a time and place named therein to show cause why an examination into his circumstances should not be made and a decree be entered ordering him to pay such judgment in full or by instalments, weekly, monthly or otherwise. Said notice shall be served by delivering a copy thereof to the defendant or by leaving a copy at his last and usual place of abode, at least seven days before the return day thereof. *If it shall appear that said notice has not been served as herein required, the court may continue the proceedings and issue a new notice to the debtor. Proceedings under this section and the six following sections shall be in order for hearing at the return day and hour of the notice or other process, but if not disposed of on that day may be brought up for hearing and disposition at some later time in such manner as*

the court may direct. At the hearing the court shall first ascertain if the [creditor's] claim *of the creditor* is for the necessities of life, or for work or labor performed by the judgment creditor for the judgment debtor, as stated in [his] *the affidavit*, and, if it so finds, it shall make inquiry, by examination of the judgment debtor or otherwise, as to his circumstances, his income from any source and his ability to pay said judgment; and if the debtor fails to appear at the [time and place fixed] *hearing*, such inquiry may proceed in his absence. [If it shall appear that said notice has not been served as herein required, the court may continue the proceedings and issue a new notice to the debtor.] If the court finds that the debtor is not able [at the time] to pay said judgment in full or by [partial] *part* payments from time to time, it shall enter a finding thereof [which shall be subject to revision upon like notice and inquiry and upon proof of changed circumstances] *and dismiss the proceedings; and* in such case [the clerk or justice shall not issue a subsequent notice to the debtor until the creditor or a person in his behalf has filed in court] *no new application shall be entertained unless the judgment creditor or a person in his behalf files an affidavit stating in substance the evidence [of] relied on to show a change in the debtor's [change of] circumstances, [upon which he relies for a revision and until] and the court in its discretion [has determined] determines that there is occasion for a new inquiry [into the debtor's circumstances].* If the court finds that the debtor is able to pay the judgment in full or by [partial] *part* payments from time to time, it may, after [first] allowing the debtor out of his income a [reasonable] *sufficient* amount, *which need not be stated*, for the support of himself and family, enter a decree fixing the time, place and amount of payments to be made by the debtor [on said judgment] out of his income, [in excess of said allowance,] *which payments shall be applied first to the costs of proceedings under this section and the six following sections and next to the reduction of said judgment.*

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[Approved April 10, 1913.]

CHAPTER 472.

AN ACT RELATIVE TO THE CLEANING OF PRESSES BY PUBLISHERS AND PRINTERS.

All publishers and printers shall use a sanitary cloth or other sanitary material in cleaning their presses. [Approved April 10, 1913.]

CHAPTER 480.

AN ACT TO ESTABLISH THE SALARY OF THE CLERK IN THE BOILER INSPECTION DEPARTMENT OF THE DISTRICT POLICE.

. . . [Amends Revised Laws, chapter 108, section 3.] *Section 3.* The chief of the district police may appoint in his office two clerks, the first, at a salary of fifteen hundred dollars a year, and the second, at a salary of one thousand dollars a year, which shall be paid by the commonwealth. He may also appoint a clerk for service in the boiler inspection department at a salary of six hundred dollars a year, *to increase by yearly increments of fifty dollars until it reaches the sum*

of eight hundred dollars: provided, that such increase is approved, from year to year, by him for the efficiency and faithfulness of such clerk. [Approved April 10, 1913.

CHAPTER 494.

AN ACT TO PROVIDE FOR THE ESTABLISHMENT OF LOCAL PLANNING BOARDS BY CITIES AND TOWNS.

SECTION 1. Every city of the commonwealth, and every town having a population of more than ten thousand at the last preceding national or state census, is hereby authorized and directed to create a board to be known as the planning board, whose duty it shall be to make careful studies of the resources, possibilities and needs of the city or town, particularly with respect to conditions which may be injurious to the public health or otherwise injurious in and about rented dwellings, and to make plans for the development of the municipality with special reference to the proper housing of its people. In cities, the said board shall be appointed by the mayor, subject to confirmation by the council, and in cities under a commission form of government, so-called, the members of the board shall be appointed by the governing body of the city. In towns, the members of the board shall be elected by the voters at the annual town meeting.

SECTION 2. Every planning board established hereunder shall make a report annually to the city council or governing body in cities and to the annual town meeting in towns, giving information regarding the condition of the city or town and any plans or proposals for the development of the city or town and estimates of the cost thereof; and it shall be the duty of every such local planning board to file a copy of all reports made by it with the homestead commission.

SECTION 3. The homestead commission, created by chapter six hundred and seven of the acts of the year nineteen hundred and eleven, is hereby directed to call the attention of the mayor and city governments in cities and the selectmen in each town having a population of more than ten thousand at the last preceding national or state census to the provisions of this act in such form as may seem proper; and said commission is furthermore authorized and directed to furnish information and suggestions from time to time to city governments and to the selectmen of towns and to local planning boards, when the same shall have been created, such as may, in its judgment, tend to promote the purposes of this act and of those for which the said commission was established.

SECTION 4. The city council or other governing body in cities is authorized to make suitable ordinances, and towns are authorized to make suitable by-laws, for carrying out the purposes of this act, and they may appropriate money therefor.

SECTION 5. This act shall take effect upon its passage. [*Approved April 16, 1913.*

CHAPTER 515.

AN ACT RELATIVE TO THE GRANTING OF INJUNCTIONS AND TEMPORARY RESTRAINING ORDERS.

SECTION 1. No preliminary injunction shall be granted without notice to the opposite party. No temporary restraining order shall be granted without notice to the opposite party, unless it shall clearly appear from specific facts, shown by affidavit or by the verified bill, that immediate and irreparable loss or damage

will result to the applicant before the matter can be heard on notice. In case a temporary restraining order shall be granted without notice, in the contingency specified, the matter shall be made returnable at the earliest possible time, and in no event later than ten days from the date of the order, and shall take precedence of all matters except older matters of the same character. When the matter comes up for hearing the party who obtained the temporary restraining order shall proceed with his application for a preliminary injunction, and if he does not do so the court shall dissolve the temporary restraining order. Upon two days' notice to the party obtaining such temporary restraining order, the opposite party may appear and move the dissolution or modification of the order, and in that event the court or judge shall proceed to hear and determine the motion as expeditiously as the ends of justice may require. Every temporary restraining order shall be filed forthwith in the clerk's office.

SECTION 2. All acts and parts of acts inconsistent herewith are hereby repealed. [*Approved April 21, 1913.*]

CHAPTER 520.¹

AN ACT TO PROVIDE THAT ALL PAY ROLLS, BILLS AND ACCOUNTS FOR COMPENSATION OF PERSONS IN THE SERVICE OF ANY CITY OTHER THAN BOSTON SHALL BE VERIFIED BY OATH.

SECTION 1. It shall be unlawful for the treasurer or other fiscal officer of any city other than Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay roll, bill or account for such salary or compensation shall be sworn to by the head of the department or by the person who is immediately responsible for the appointment, employment, promotion or transfer of the persons named therein.

SECTION 2. Every such pay roll, bill or account shall contain the following information:—First, full name of each employee; second, title of his office, or specific nature of the labor that he was originally engaged to perform; third, kind of work in which he has actually been engaged since the submission of the last previous pay roll; fourth, salary, wages or other compensation; fifth, date or dates of employment.

SECTION 3. Each appointing, employing or other officer, or, in case of a board, each member thereof, who wilfully refuses or neglects to comply with any provision of this act shall be punishable by a fine of not less than twenty-five nor more than one hundred dollars for each offence. [*Approved April 21, 1913.*]

CHAPTER 534.

AN ACT RELATIVE TO THE PREPARATION AND PRINTING OF LISTS OF STATE OFFICIALS AND EMPLOYEES WITH THEIR SALARIES OR COMPENSATION.

SECTION 1. . . . [Amends acts of 1910, chapter 268, section 1, as amended by acts of 1911, chapter 43.] *Section 1.* Every department, commission, bureau or board of the commonwealth, shall, on or before the fifteenth day of July in the year nineteen hundred and ten, and on or before the fifteenth day of July in every year thereafter, prepare and furnish to the governor and council lists of all the

¹ This act was later amended by c. 825, see *post*, p. 103.

officials and employees of the commonwealth employed in or by such department, commission, bureau or board on the first day of July preceding, for whose services money has been paid from the treasury of the commonwealth. The said lists shall be arranged by divisions of the several departments, commissions, bureaus or boards, when such divisions exist, and shall give the name, residence, designation, rate of compensation and the date of election or appointment of every such official and employee, and any increase in the rate of salary or compensation for the year preceding; and also the aggregate amount [of all money paid for services or salaries to any official or employee, not otherwise] *of money paid for services or salaries to officials or employees not employed on the first day of July preceding and therefore not shown upon the list, for the year beginning with the first day of July in the year preceding that in which the list is prepared.* It shall be the duty of the auditor of the commonwealth to verify the said lists, the compensation and the said aggregate amounts from the pay roll. The said lists and aggregate amounts shall be printed at the expense of the commonwealth as a document of the commonwealth, before the first day of October in the year in which they are furnished, and the said document shall contain a summary by departments, commissions, bureaus and boards of the total number of officials and employees employed in or by every such department, commission, bureau and board and the total amount paid for services by every such department, commission, bureau and board from the treasury of the commonwealth, and, respectively, the whole number of such officials and employees, and the whole amount paid for services in a grand total; and a summary by every such department, commission, bureau and board of the total number of such officials and employees and the total amount paid for services for the year [nineteen hundred and ten, and for each and every year thereafter] *and for the two preceding years.*

SECTION 2. This act shall take effect upon its passage. [Approved April 22, 1913.]

CHAPTER 545.

AN ACT RELATIVE TO THE ANNUITIES OF WIDOWS AND CHILDREN OF POLICE OFFICERS OF THE METROPOLITAN PARK COMMISSION.

SECTION 1. . . . [Amends acts of 1909, chapter 453, section 4.] *Section 4.* If any officer of the metropolitan park police shall die from injuries received while in the discharge of his duty and shall leave a widow, or if no widow, any child or children under the age of sixteen years, a sum not exceeding [four] *six* hundred dollars may be paid as an annuity to such widow so long as she remains unmarried or for the benefit of such child or children so long as he or any one of them continue under the age of sixteen years, and the metropolitan park commission may from time to time determine the amount of such annuity within the limits aforesaid.

SECTION 2. This act shall take effect upon its passage. [Approved April 26, 1913.]

CHAPTER 568.

AN ACT RELATIVE TO THE APPLICATION OF THE WORKMEN'S COMPENSATION ACT TO CERTAIN PERSONS.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part V, section 2, paragraph 3.] "Employee" shall include every person in the service of another under any contract of hire, express or implied, oral or written, *except masters of and seamen on vessels engaged in interstate or foreign commerce, and* except one whose employment is but casual, or is not in the usual course of the trade, business, profession or occupation of his employer. Any reference to an employee who has been injured shall, when the employee is dead, also include his legal representatives, dependents and other persons to whom compensation may be payable.

SECTION 2. This act shall take effect upon its passage. [*Approved April 28, 1913.*]

CHAPTER 586.

AN ACT RELATIVE TO THE BUILDING LAWS OF THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1907, chapter 550, section 128.] *Section 128.* The board of health may by vote limit the number of occupants who shall be permitted to dwell in any building or in any part or parts thereof. They shall cause a copy of any such vote to be served upon the owner of the building, his agent, *tenant* or other persons having the charge thereof. If the owner, agent, *tenant*, or other persons having charge of said building allow or permit more people than are permitted by said vote to occupy the building or any part or parts thereof, said board may order the premises to be vacated, and they shall not again be occupied without the permission of the board, *and the owner, agent, tenant or other persons having charge of said building shall forfeit not more than twenty dollars for every day during which he violates such order.* The board may make such further regulations as to overcrowding, ventilation, the construction of water-closets, the lighting of hallways, and the occupation of buildings or parts thereof, not inconsistent with other laws, as they may deem proper. Said board may permit rooms in private stables to be occupied for sleeping purposes by grooms and coachmen.

No person shall place ashes, rubbish, garbage, refuse or other matter in the yards, open areas or alleys connected with or appurtenant to any such building except in suitable receptacles provided for the same.

Every building used for habitation by more than two families and every lodging house shall be carefully inspected at least twice a year under the direction of the board of health, and whenever said board has made an order concerning such a building a reinspection shall be made within ten days after the board has been informed that the order has been complied with.

SECTION 2. . . . [Amends acts of 1907, chapter 550, section 132, 2d paragraph.] Whoever violates any provision of this act, or whoever builds, alters, or maintains any structure or any part thereof in violation of any provision of this

¹ For workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

act, shall be punished by a fine not exceeding five hundred dollars, *except as hereinbefore provided*.

SECTION 3. So much of section seventy-five of said chapter five hundred and fifty as is inconsistent herewith is hereby repealed. [*Approved May 2, 1913.*]

CHAPTER 595.

AN ACT FURTHER TO ENLARGE AND DEFINE THE DUTIES OF THE HOMESTEAD COMMISSION.

SECTION 1. The homestead commission, created by chapter six hundred and seven of the acts of the year nineteen hundred and eleven, is authorized to continue from time to time its investigations of defective housing, of the evils resulting therefrom, and of the work being done to remedy the same in Massachusetts and elsewhere; to make studies of the operation of building and tenement house laws; to encourage the creation of local planning boards, and to gather information relating to city and town planning for the use of such boards; and to promote the formation of organizations intended to increase the supply of wholesome homes for the people.

SECTION 2. The commission shall be enlarged by the addition of two new members, one of whom shall be an attorney-at-law and one a recognized expert in the planning of cities and towns; and the governor, with the advice and consent of the council, shall, as soon as may be practicable after the passage of this act, appoint the said additional members, one of whom shall serve for a term of two years, and one for a term of one year, and upon the expiration of their terms, their successors shall be appointed in like manner for terms of three years each.

SECTION 3. The commission shall make an annual report to the general court, which the secretary of the commonwealth shall cause to be printed as a public document, and the commission may expend annually such sums of money as the general court may appropriate.

SECTION 4. This act shall take effect upon its passage. [*Approved May 2, 1913.*]

CHAPTER 598.

AN ACT TO REQUIRE STREET RAILWAY COMPANIES TO EQUIP THEIR CARS WITH LIFTING JACKS AND OTHER APPARATUS.

SECTION 1. All street railway cars operated in this commonwealth, whether used for the carriage of passengers or for other purposes, shall be equipped with an emergency lifting jack and with such other emergency tools as may be approved by the railroad commissioners.

SECTION 2. Any company, its officers or employees, operating a street railway car in the use of which this act is violated, shall be punished by a fine of not less than fifty nor more than one hundred dollars.

SECTION 3. This act shall take effect on the first day of July in the year nineteen hundred and fourteen. [*Approved May 2, 1913.*]

CHAPTER 610.

AN ACT TO DIVIDE THE INSPECTION DEPARTMENT OF THE DISTRICT POLICE INTO TWO DEPARTMENTS AND TO DEFINE THEIR RESPECTIVE DUTIES.

SECTION 1. The inspection department of the district police force shall be divided into two departments which shall be designated, respectively, as the building inspection department of the district police and the boiler inspection department of the district police. The building inspection department of the district police shall consist of the present deputy chief of the inspection department of said force, who shall be designated officially as deputy chief of the building inspection department of the district police, and the eighteen inspectors of buildings provided for by section twelve of chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve, to be designated officially as building inspectors of the building inspection department of the district police. The boiler inspection department of the district police shall consist of a deputy chief, who shall be designated officially as deputy chief of the boiler inspection department of the district police, and twenty-four of the present boiler inspectors of the inspection department of the district police, to be designated officially as boiler inspectors of the boiler inspection department of the district police. Upon the passage of this act, the governor shall appoint one of the present boiler inspectors of the inspection department of the district police as deputy chief of the boiler inspection department of the district police, who shall receive the same salary now provided for the deputy chiefs of the district police. All future vacancies in either of the two departments established by this act shall be filled by the governor, subject to existing laws governing the appointment of the chief, deputy chiefs and members of the detective and inspection departments of the district police, by appointment to the department in which the vacancy occurs.

SECTION 2. The duties and powers of the deputy chief and inspectors of the building inspection department of the district police shall be to enforce the laws relating to the erection, alteration, repair and inspection of buildings provided for by sections one to eighteen, inclusive, twenty-one to twenty-six, inclusive, twenty-seven and twenty-eight (except as otherwise provided for therein), twenty-nine to thirty-seven, inclusive, and forty-eight to fifty-six, inclusive, of chapter one hundred and four of the Revised Laws; sections one to six, inclusive, and eight to sixteen, inclusive, of chapter four hundred and fifty of the acts of the year nineteen hundred and four; chapter three hundred and forty-seven of the acts of the year nineteen hundred and five; chapter one hundred and five of the acts of the year nineteen hundred and six; chapters three hundred and thirty-five and four hundred and eighty-seven of the acts of the year nineteen hundred and eight; chapter three hundred and fifty-four, section twenty-six of chapter five hundred and four and sections ninety-seven to ninety-nine, inclusive, and one hundred and five of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine; chapter one hundred and forty-three of the acts of the year nineteen hundred and ten; chapter three hundred and sixty-seven of the acts of the year nineteen hundred and eleven; and all acts and parts of acts in amendment thereof and in addition thereto. They shall also enforce the laws relating to the inspection

and use of the cinematograph or similar apparatus, as provided by chapters five hundred and sixty-five and five hundred and sixty-six of the acts of the year nineteen hundred and eight; chapter two hundred and eighty-one of the acts of the year nineteen hundred and nine; chapter four hundred and forty of the acts of the year nineteen hundred and eleven; and chapter one hundred and eighty-two of the acts of the year nineteen hundred and twelve; and all acts and parts of acts in amendment thereof and in addition thereto. Wherever in such laws, amendments or additions, the words "deputy chief of the inspection department" occur, they shall be taken to mean deputy chief of the building inspection department of the district police; wherever the words "member" or "members of the inspection department of the district police" occur, they shall be taken to mean member or members of the building inspection department of the district police; wherever the words "inspector" or "inspectors of factories and public buildings", "inspector" or "inspectors of public buildings" occur, they shall be taken to mean building inspector or inspectors of the building inspection department of the district police.

SECTION 3. Until the appointment and qualification of the members of the state board of labor and industries, established by chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve, and until said chapter takes full effect, the factory inspectors of the district police shall continue to be members of the building inspection department of the district police and shall perform the same duties and receive the same salaries and be entitled to the same rights and privileges as now provided by law.

SECTION 4. The duties and powers of the deputy chief and inspectors of the boiler inspection department of the district police shall be to enforce the laws relating to the inspection of steam boilers, the examination of engineers and firemen, and the examination of operators of hoisting machinery when the motive power is mechanical and other than steam, as provided by sections seventy-eight to eighty-six, inclusive, of chapter one hundred and two of the Revised Laws; chapter four hundred and sixty-five of the acts of the year nineteen hundred and seven; and chapter six hundred and fifty-six of the acts of the year nineteen hundred and eleven; and all acts and parts of acts in amendment thereof and in addition thereto. Wherever in such laws, amendments or additions, the words "chief inspector", "chief inspector of boilers", "chief of the boiler inspection department of the district police", "chief inspector of boilers of the boiler inspection department of the district police", "chief inspector of the boiler inspection department of the district police" or "chief inspector of the boiler inspection department", occur, they shall be taken to mean the deputy chief of the boiler inspection department of the district police. Wherever the words "member" or "members of the boiler inspection department" occur, they shall be taken to mean member or members of the boiler inspection department of the district police. Wherever the words "state inspector of boilers", "state boiler inspector", "inspector" or "inspectors of the boiler inspection department", "inspector" or "inspectors of the boiler inspection department of the district police" occur, they shall be taken to mean boiler inspector or inspectors of the boiler inspection department of the district police.

SECTION 5. The clerical force of the two departments shall consist of the present five stenographers in the inspection department of the district police, two

of whom shall be assigned to duty in the building inspection department of the district police, and three of whom shall be assigned to duty in the boiler inspection department of the district police. Of said three stenographers one shall continue to act as secretary to the board of boiler rules. There shall also be six stenographers assigned for duty in the branch offices of the district police. To complete the foregoing detail, the chief of the district police shall appoint two stenographers for service in the branch offices of the district police, in addition to the present four stenographers so employed, at an annual salary of six hundred dollars each, increasing by yearly increments of fifty dollars until it reaches the sum of seven hundred and fifty dollars: *provided, however*, that such increase is approved from year to year by the chief of the district police for the efficiency and merit of said stenographers, or of either of them. Appointments to fill vacancies in the position of stenographer in either of the said departments of the district police, or in the branch offices of the district police, shall be made by the chief of the district police.

SECTION 6. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 7. This act shall take effect on the first day of June, nineteen hundred and thirteen, except that so much of this act as provides for the appointment of the deputy chief of the boiler inspection department of the district police shall take effect upon its passage. [*Approved May 8, 1913.*]

CHAPTER 613.

AN ACT TO AUTHORIZE INSURANCE COMPANIES TO PENSION EMPLOYEES.

SECTION 1. . . . [Amends acts of 1907, chapter 576, section 27.] *Section 27. . . . except as is otherwise provided herein. Any such company, when authorized so to do by a vote in each case of not less than two thirds of the whole number of its directors, which vote shall be recorded in the minutes of the board, may grant a pension to any employee who has been continuously in the service of the company for a period of ten years and who has become incapacitated for further service by reason of physical or mental disability resulting from sickness or injury, and may grant a pension to any employee retiring by reason of the infirmities of age who has been continuously in the service of the company for not less than fifteen years. No such pension shall exceed one half the former yearly salary or wages of the employee, nor shall it exceed one thousand dollars in any one year, and any such pension shall be discontinued when any such pensioner substantially recovers his earning capacity.*

Any such company, with the approval in writing of the insurance commissioner, may also establish an employees' savings fund or contributory pension system for the benefit of its aged or disabled employees, to which fund or system the employees shall contribute an amount not less than the amount contributed by the company; and such a fund or system shall so be established by any such company which pays pensions to the amount of ten thousand dollars or more in any one year.

SECTION 2. This act shall take effect upon its passage. [*Approved May 8, 1913.*]

CHAPTER 614.

AN ACT RELATIVE TO THE CONSTRUCTION OF TENEMENT HOUSES IN TOWNS.

SECTION 1. . . . [Amends acts of 1912, chapter 635, part IV, section 54.] (2) All shafts shall be fireproof throughout; with fireproof self-closing doors at all openings, at each story; and, if they extend to the cellar, shall also be enclosed in the cellar with fireproof walls and fireproof self-closing doors at all openings. In no case shall any shaft be constructed of materials in which any inflammable material or substance enters into any of the component parts. But nothing in this section contained shall be so construed as to require such enclosures about elevators or dumb-waiters in the wellhole of stairs where the stairs themselves are enclosed in brick or stone walls, and are entirely constructed of fireproof materials as [hereinafter] *hereinbefore* provided.

SECTION 2. This act shall take effect upon its passage. [*Approved May 8, 1913.*]

CHAPTER 619.

AN ACT TO REGULATE THE DAYS OF EMPLOYMENT IN CERTAIN MANUFACTURING AND MERCANTILE ESTABLISHMENTS.

SECTION 1. Every employer of labor, whether a person, partnership or corporation, engaged in carrying on any manufacturing or mercantile establishment in this commonwealth as hereinafter defined, shall allow every person, except those specified in section two, employed in such manufacturing or mercantile establishment at least twenty-four consecutive hours of rest in every seven consecutive days. No employer shall operate any such manufacturing or mercantile establishment on Sunday, unless he shall have complied with the provisions of section three; but this act shall not authorize any work on Sunday not now authorized by law.

SECTION 2. This act shall not apply to (a) janitors; (b) watchmen; (c) employees whose duties include no work on Sunday other than (1) setting sponges in bakeries; (2) caring for live animals; (3) maintaining fires; (4) caring for machinery; (5) employees engaged in the preparation, printing, publication, sale or delivery of newspapers; (6) any labor called for by an emergency that could not reasonably have been anticipated.

SECTION 3. Before operating on Sunday, every employer shall post in a conspicuous place on the premises a schedule containing a list of his employees who are required or allowed to work on Sunday and designating the day of rest for each, and shall file a copy of such schedule with the state board of labor and industries. The employer shall promptly file with the said board a copy of every change in such schedule. No employee shall be required or allowed to work on the day of rest so designated for him.

SECTION 4. Every employer to whose employees the provisions of this act apply shall keep a time book showing the names and addresses of all employees and the hours worked by each of them in each day, and such time book shall be open to inspection by the state board of labor and industries.

SECTION 5. In this act "manufacturing establishments" and "mercantile establishments" shall have the meaning defined in section seventeen of chapter five hun-

dred and fourteen of the acts of the year nineteen hundred and nine, except that neither of said terms shall be held to include establishments used for the manufacture or distribution of gas, electricity, milk or water, hotels, restaurants, drug stores, livery stables or garages.

SECTION 6. An employer who violates any provision of this act shall be punished by a fine of fifty dollars for each offence.

SECTION 7. All acts and parts of acts inconsistent herewith are hereby repealed, but this act shall not be construed as repealing chapter four hundred and twenty of the acts of the year nineteen hundred and nine, or any part thereof.

SECTION 8. This act shall take effect on the first day of October, nineteen hundred and thirteen. [*Approved May 8, 1913.*]

CHAPTER 628.

AN ACT TO PROVIDE THAT PUBLIC SCHOOL TEACHERS SHALL NOT BE RESTRICTED IN THE EXERCISE OF CERTAIN POLITICAL RIGHTS.

SECTION 1. No school committee shall by rule, regulation or in any other manner restrict any teacher in, or dismiss him for, exercising his right of suffrage, the signing of nomination papers and the petitioning or appearing before committees of the legislature; but nothing herein contained shall be construed as limiting the power of a school committee so to restrain any teacher or dismiss him for exercising any of the aforesaid rights, suffrage excepted, on school premises, during school hours or when the exercise thereof actually interferes with the performance of school duties.

SECTION 2. This act shall take effect upon its passage. [*Approved May 8, 1913.*]

CHAPTER 629.

AN ACT RELATIVE TO THE CONSTRUCTION AND INSPECTION OF TANKS CONTAINING COMPRESSED AIR FOR USE IN OPERATING PNEUMATIC MACHINERY.

SECTION 1. No person shall install or use, or cause to be installed or used, any tank or other receptacle exceeding eighteen inches in diameter for the keeping or storage of compressed air at any pressure exceeding fifty pounds per square inch, for use in operating pneumatic machinery, unless the owner or user thereof shall hold a certificate of inspection issued by the boiler inspection department of the district police, certifying that the said tank or other receptacle has been duly inspected within two years, or unless the owner or user shall hold a policy of insurance upon the said tank or other receptacle issued by an insurance company operating under the laws of this commonwealth, together with a certificate of inspection from an insurance inspector.

SECTION 2. The board of boiler rules shall prescribe regulations for the size, shape, construction, operation, maximum pressure, gauges, safety device and other appurtenances necessary for the safe operation of all tanks or other receptacles used for the storage of compressed air, excepting those exempted in section seven of this act.

SECTION 3. The boiler inspection department of the district police shall inspect all of the said tanks or other receptacles exceeding eighteen inches in diameter and in excess of fifty pounds pressure per square inch at least once every two years:

provided, however, that the said department shall not be required to inspect such tanks or other receptacles as may be covered by a policy of insurance and inspected by insurance inspectors.

SECTION 4. All owners of any of the said tanks or other receptacles exceeding eighteen inches in diameter and in excess of fifty pounds pressure per square inch shall notify the chief of the district police of the location of the same.

SECTION 5. Every insurance company authorized to insure air tanks within this commonwealth shall forward to the chief of the district police, within fourteen days after each internal and external inspection of an air tank or other such receptacle a report of such inspection. The reports shall be made on blanks furnished by the chief of the district police, and shall contain all orders and regulations made by the company regarding the air tanks or other receptacles so inspected.

SECTION 6. The inspection shall consist of a hammer test, and also a hydrostatic test, the pressure of which shall be one and one half times the pressure allowed on the air tank or other receptacle inspected. The air tank or other receptacle shall be prepared for inspection by the owner or user thereof.

SECTION 7. The provisions of this act shall not apply to tanks or other receptacles used for the keeping or storage of compressed air when attached to locomotives, street or railway cars, vessels or motor vehicles.

SECTION 8. The sum of three dollars shall be paid to the boiler inspection department of the district police by the owner or user of any such tank or other receptacle for every inspection thereof by the said department herein provided for.

SECTION 9. Whoever violates any provision of this act, or any regulation made under authority hereof, shall be punished by a fine not exceeding fifty dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment.

SECTION 10. This act shall take effect ninety days after its passage. [*Approved May 8, 1913.*]

CHAPTER 633.

AN ACT RELATIVE TO THE EMPLOYMENT OF PRISONERS IN RECLAIMING AND CULTIVATING LAND.

SECTION 1. During all times in which outdoor labor is practicable, inmates of penal institutions who are required to labor shall be employed, so far as is possible, in the reclamation of waste places, and in cultivating lands for raising produce to be used in public institutions. Prisoners so employed shall be at all times in the custody and under the direction of the prison officers.

SECTION 2. The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the officials of a city or town, or with a private owner, to improve waste or unused land by means of such prison labor. When land that is not the property of the county is so improved, the owners thereof shall pay to the county such sums as may be agreed upon between the county commissioners and the other parties in interest, for the labor of any prisoners employed thereon.

SECTION 3. This act shall take effect upon its passage. [*Approved May 8, 1913.*]

CHAPTER 655.

AN ACT TO REVISE AND CODIFY THE BUILDING INSPECTION LAWS OF THE COMMONWEALTH.

SECTION 1. Every city, except Boston, and every town which accepts the provisions of this section or has accepted the corresponding provisions of earlier laws may, for the prevention of fire and the preservation of life, health and morals, by ordinances or by-laws not inconsistent with law and applicable throughout the whole or any defined part of its territory, regulate the inspection, materials, construction, alteration, repair, height, area, location and use of buildings and other structures within its limits, except such as are owned or occupied by the United States or by the commonwealth, and except bridges, quays and wharves, and may prescribe penalties not exceeding one hundred dollars for every violation of such ordinances or by-laws.

SECTION 2. In a town which accepts the provisions of this and the following section or has accepted the corresponding provisions of earlier laws, no dwelling house or other structure more than eight feet in length or breadth and seven feet in height, except detached houses or structures situated more than one hundred feet from any other building and wooden structures erected on wooden wharves, shall be built within such limits as the town may from time to time prescribe, unless made of and covered with an incombustible material or unless a license in writing is granted therefor by the selectmen for public good or necessity and recorded in the town records.

SECTION 3. A building or structure which is erected in violation of the provisions of the preceding section shall be deemed a common nuisance without other proof thereof than proof of its unlawful construction and use; and the selectmen may abate and remove it in the same manner in which boards of health may remove nuisances under the provisions of sections sixty-seven, sixty-eight and sixty-nine of chapter seventy-five of the Revised Laws.

SECTION 4. In a city or town which accepts the provisions of this section and the six following sections, or has accepted the corresponding provisions of earlier laws, the superintendent of public buildings or such other officer as the mayor and aldermen of such city or the selectmen of such town may designate shall be inspector of buildings, and, immediately upon being informed by report or otherwise that a building or other structure or anything attached to or connected therewith in that city or town is unsafe or dangerous to life or limb, shall inspect the same; and if it appears to him to be dangerous, he shall forthwith in writing notify the owner, agent or any person having an interest therein to remove it or make it safe and secure. If it appears that such structure would be specially unsafe in case of fire, it shall be deemed dangerous within the meaning hereof, and the inspector of buildings may affix in a conspicuous place upon its exterior walls a notice of its dangerous condition, which shall not be removed or defaced without authority from him.

SECTION 5. Whoever is so notified shall be allowed until twelve o'clock noon of the day following the service of the notice in which to begin the securing or removal of such structure, and he shall employ sufficient labor speedily to secure

or remove it; but if the public safety so requires and if the mayor and aldermen or selectmen so order, the inspector of buildings may immediately enter upon the premises with the necessary workmen and assistants and cause such unsafe structure to be shored up, taken down or otherwise secured without delay, and a proper fence or boarding put up for the protection of passers-by.

SECTION 6. If such owner, agent or person interested in such unsafe structure refuses or neglects to comply with the requirements of such notice within the time limited, and such structure is not secured or taken down as therein ordered, a careful survey of the premises shall be made by a board consisting in a city of the city engineer, the chief engineer of the fire department and one disinterested person to be appointed by said inspector of buildings, and in a town of a surveyor, the chief engineer of the fire department and one disinterested person to be appointed by said inspector of buildings. If there is no city engineer in such city or no chief engineer of the fire department in such city or town, the mayor and aldermen or selectmen, as the case may be, shall designate one or more officers or other suitable persons in place of the officers so named as members of said board. A report of such survey shall be made in writing and a copy thereof served on such owner, agent or any interested person.

SECTION 7. If such report declares such structure to be unsafe and dangerous, and if the owner, agent or person interested continues such refusal or neglect, the inspector of buildings shall cause it to be taken down or otherwise made safe; and the costs and charges incurred shall constitute a lien upon the land upon which the building is located, and shall be enforced within the time and in the manner provided for the collection of taxes on land; and such owner or interested person shall, for every day's continuance of such refusal or neglect after being so notified, forfeit to the city or town in which the structure is located not less than ten nor more fifty dollars.

SECTION 8. An owner or interested person who is aggrieved by such order may have the remedy prescribed by sections two, three and four of chapter one hundred and one of the Revised Laws; but the provisions of this section shall not prevent the city or town from recovering the forfeiture provided in the preceding section from the date of the service of the original notice, unless the order is annulled by the jury.

SECTION 9. If an owner or interested person lives out of the commonwealth, the said notices may be served upon him by a notary public, whose certificate of service under his notarial seal shall be sufficient evidence thereof.

SECTION 10. The supreme judicial court or the superior court shall have jurisdiction in equity to restrain the construction, alteration, repair, maintenance or use of a building or structure in violation of the provisions of any ordinance or by-law of a city or town and to order its removal or abatement as a nuisance; and to restrain the further construction, alteration or repair of a building or structure reported to be unsafe or dangerous under a survey authorized by section six of this act, until the determination of the matter, as provided in section eight of this act.

SECTION 12. Any inspector of the building inspection department of the district police, if called upon by the mayor and aldermen of any city, or by the selectmen of any town, which has not accepted the provisions of sections four to nine,

inclusive, of this act shall inspect any building or other structure or anything attached to or connected therewith, in such city or town, which has been represented to be unsafe or dangerous to life and limb.

SECTION 13. If it appears to such inspector that the building or other structure, or anything attached to or connected therewith, is unsafe or dangerous to life or limb in case of fire or otherwise, he shall cause it to be removed or rendered safe and secure, in the manner provided by sections four to nine, inclusive, of this act, and may cause proceedings to be instituted under the provisions of section ten of this act.

SECTION 14. In this act the following terms shall have the meanings respectively assigned thereto: "Inspector", a building inspector of the building inspection department of the district police. "Inspector of buildings", a building inspector of a city or town. "Supervisor of plans", an inspector of the building inspection department of the district police designated by the chief of the district police to receive the plans and specifications of all buildings to be erected, or of all buildings in which alterations are to be made, that are subject to the provisions of this act, and to act officially upon them under the direction of the deputy chief of the building inspection department of the district police. "Alteration", any changes in or addition to a building. "Repair", the reconstruction or renewal of a building or part thereof damaged by fire, settling, decay or other cause. "Story", any horizontal portion through a building between floor and ceiling of which the ceiling is six feet or more above the average grade of the side-walk or ground adjoining.

SECTION 15. No building which is designed to be used, in whole or in part, and no building in which alteration shall be made for the purpose of using it, or continuing its use, in whole or in part, as a . . . factory, workshop or mercantile or other establishment and to have accommodations for ten or more employees, and no building more than two stories in height designed to be used above the second story, in whole or in part, and no building more than two stories in height in which alteration shall be made for the purpose of using it, or continuing its use, in whole or in part, as an office building, dormitory, hotel, family hotel, apartment house, boarding house, lodging house or tenement house, and to have eight or more rooms above said story, shall be erected, and no alteration shall be made therein, until a copy of the plans and specifications thereof has been deposited with the supervisor of plans of the building inspection department of the district police by the person causing its erection or alteration or by the architect thereof. Such plans and specifications shall include those for heating, ventilation and sanitation, as the supervisor of plans may require. Such building shall not be so erected or altered without sufficient egresses and other means of escape from fire, properly located and constructed. The supervisor of plans may require that stairways shall be enclosed, that they shall have suitable landings, that they shall be provided with hand-rails, that egress doors and windows shall open outward and have approved hardware, that places of egress shall be properly lighted and designated, and that proper fire stops shall be provided in the floors, walls, partitions and stairways of such building. He may make such further requirements as may be necessary to prevent the spread of fire, or its communication from any steam boiler or heating apparatus therein. The certificate of approval of the supervisor of plans of such plans and specifications, endorsed with the approval of the deputy chief of the

building inspection department of the district police, or a specification of requirements necessary for compliance with the provisions of this act, set forth in detail, and so endorsed, shall be issued to the person causing its erection or alteration, or to the architect thereof, and a copy of the same, together with the plans, shall then be turned over to the inspector in whose district the building is to be erected or altered, who shall enforce the requirements thereof and supervise such erection or alteration. After a certificate of approval, or a specification of requirement, has been issued, no change shall be made in the plans or specification, or in the building, without the permission in writing of the supervisor of plans.

SECTION 16. Whoever erects, constructs or makes alteration in a building, or an architect or other person who draws plans or specifications or superintends the erection, construction or alteration of a building, in violation of the provisions of this act, shall be punished by a fine of not less than fifty nor more than one thousand dollars.

SECTION 17. If, in the erection of an iron or steel framed building the spaces between the girders or floor beams of any floor are not filled or covered by the permanent construction of said floors before another story is added to the building, a close plank flooring shall be placed and maintained over such spaces from the time when the beams or girders are placed in position until said permanent construction is applied; but openings protected by a strong hand-railing not less than four feet high may be left through said floors for the passage of workmen or material: *provided, however*, that when such flooring cannot be used without serious interference with the work of construction, such provision shall be made to protect the workmen from falling material as the inspector shall direct.

SECTION 18. In the construction of any iron or steel framed building having a clear story of twenty-five feet elevation or more, a staging with a close plank flooring shall be placed under the whole extent of the beams, girders or trusses of such story upon which iron or steel workers are working, and not more than ten feet below the under side of such beams, girders or trusses.

SECTION 19. Whoever violates any provision of the two preceding sections shall be punished by a fine of not less than fifty nor more than five hundred dollars for each offence.

SECTION 20. . . . a building in which ten or more persons are employed in a factory, workshop, mercantile or other establishment, and an office building, dormitory, hotel, family hotel, apartment house, boarding house, lodging house or tenement house which has eight or more rooms or in which ten or more persons are accommodated or lodge or reside above the second story, the owner, lessee or occupant of which is notified in writing by an inspector that the provisions of this act are deemed by him applicable thereto, shall be provided with proper egresses or other means of escape from fire, sufficient for the use of all persons accommodated, assembled, employed, lodged or resident therein; but no owner, lessee or occupant of such building shall be deemed to have violated this provision unless he has been notified in writing by such inspector what additional egresses or means of escape from fire are necessary and has neglected for thirty days, or has refused, to provide the same. The egresses and means of escape shall be kept unobstructed, in good repair and ready for use, and, if the inspector so directs in writing, every such egress shall be properly lighted and provided with a sign having on it the word

“Exit” in letters not less than five inches in height, and so made and placed as plainly to indicate to persons within the building the location of such egresses, stairways shall have suitable hand-rails, egress doors and windows shall open outwardly, and women or children shall not be employed, in a factory, workshop, mercantile or other establishment, in a room above the second story from which there is only one egress. The certificate of the inspector shall be conclusive evidence of a compliance with the said requirements. Portable seats shall not be allowed in the aisles or passageways of such buildings during any service or entertainment held therein. Stairways on the outside of the building shall have suitable railed landings at each story above the first, accessible at each story from doors or windows, and such landings, doors and windows shall be kept clear of ice, snow and other obstructions.

SECTION 21. The basement and each story of a building which is subject to the provisions of the preceding section shall be supplied with means of extinguishing fire, consisting of a hose attached to a suitable water supply and capable of reaching any part of such basement or story, or of such portable apparatus as the inspector shall direct; and such appliances shall be kept at all times ready for use and in good condition.

SECTION 22. No wooden flue or air duct for heating or ventilating purposes shall be placed, or shall remain placed, in any building which is subject to the provisions of sections fifteen and twenty of this act, and no pipe for conveying hot air or steam in such building shall be placed, or shall remain placed, within one inch of any woodwork, unless protected to the satisfaction of the inspector by suitable guards or casings of incombustible material.

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SECTION 25. Except as is otherwise provided by law, the inspector shall from time to time examine all buildings within their respective districts which are subject to the provisions of this act. If, in the judgment of any such inspector, such building conforms to the requirements of this act for buildings of its class, he shall issue to the owner, lessee or occupant thereof, or of any portion thereof used in the manner described in section twenty of this act, a certificate to that effect, specifying the number of persons for whom the egresses and means of escape from fire are sufficient. Such certificate shall continue in force for not more than five years after its date, but so long as it continues in force it shall be conclusive evidence of a compliance by the person to whom it is issued with the provisions of this act. It shall be void if a greater number of persons than is therein specified are accommodated or employed or assemble, lodge or reside within such building or portion thereof, or if such building is used for any purposes materially different from the purpose or purposes for which it was used at the time of the granting thereof, or if its interior arrangement is materially altered, or if any egresses or means of escape from fire in such building at the time of granting the said certificate are rendered unavailable or are materially changed. The certificate may be revoked by such inspector at any time upon written notice to the holder thereof or to the occupant of the premises for which it was granted, and shall so be revoked if, in the opinion of the inspector, circumstances have so changed that the existing egresses and means of escape are not proper and sufficient. A copy of said cer-

tificate shall be kept posted in a conspicuous place upon each story of such building by the occupant of the premises covered thereby.

SECTION 26. Upon application to an inspector for a certificate under the provisions of this act, he shall issue to the applicant an acknowledgment of such application, which for ninety days, pending the granting or refusal of the certificate, shall have the same effect as the certificate, and such acknowledgement may be renewed by him with the same effect for a further period, not exceeding ninety days.

SECTION 27. If any change in the use or otherwise shall be made upon premises for which such certificate has been issued which would render the certificate void, according to the provisions of section twenty of this act, the person who makes such change shall forthwith give written notice thereof to an inspector for the district or to the chief of the district police.

SECTION 28. If an inspector finds that any building or part thereof which is subject to the provisions of this act fails to conform thereto, or if any change is made therein which would render a certificate void according to the provisions of section twenty of this act, he shall give notice in writing to the owner, lessee, occupant or agent in charge thereof, specifying such additional provisions, egresses or other means of escape from fire as in his opinion may be necessary to make it conform to the provisions of this act and to obtain a certificate as aforesaid; and any such owner, lessee, occupant or agent in charge thereof, failing to comply with such notice for a period of thirty days, may be punished by a fine of not less than fifty nor more than one thousand dollars.

SECTION 29. Cities may by ordinance provide that the provisions of sections fifteen, sixteen, twenty to twenty-eight, inclusive, forty-five and forty-six of this act shall apply to any building of three or more stories in height within their respective limits.

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SECTION 42. The keeper of a hotel, boarding or lodging house or family hotel containing one hundred or more sleeping rooms, and being four or more stories high, shall have therein at least two competent watchmen, each properly assigned, and each on duty between the hours of nine o'clock at night and six o'clock in the morning. The keeper of every hotel, boarding or lodging house or family hotel containing fifty or more sleeping rooms but less than one hundred, and being three stories high, shall have between said hours at least one competent watchman on duty therein. In all such hotels, lodging houses or family hotels, the halls, corridors and stairways shall be properly lighted at night, and a red light shall be kept during the night at the top and bottom of each flight of stairs; and one or more proper alarms or gongs, capable of being heard throughout the house, shall always remain easy of access and ready for use in every such building to give to the inmates warning of fire. The keeper of every such hotel, boarding or lodging house or family hotel shall keep a notice descriptive of such means of escape conspicuously posted in every sleeping room.

SECTION 43. The keeper of any such hotel, boarding or lodging house or family hotel, who adopts a system of electric watch clocks which register at the office the movements of the watchmen throughout the house, or who adopts a system of

thermostats or fire alarm bells in the rooms, or who provides a watchman's watch with key stations, the record of which is kept at the office, shall not be required to maintain more than one watchman in addition to the regular night clerk and porters: *provided*, that the system or device so adopted or provided is approved by the inspector.

SECTION 44. The mayor and aldermen of cities and the selectmen of towns, may prescribe additional night watch to be kept and further provision for the prevention of fires and for the better protection of life in case of fire to be made by the keepers of hotels, boarding or lodging houses or family hotels within their cities and towns. Whoever neglects or refuses to comply with the provisions of this section or of the two preceding sections shall be punished by a fine of not less than fifty nor more than one thousand dollars for each offence.

SECTION 45. The owner, lessee, proprietor or manager of a hotel which is not otherwise suitably provided with fire escapes, or of a lodging house which contains eight or more rooms above the second story, shall place or cause to be placed a knotted rope, or better appliance, for use as a fire escape in every room of such hotel or lodging house used as a sleeping room, except rooms on the ground floor. One end of such rope shall be securely fastened to a suitable iron hook or eye securely screwed into one of the timbers next adjoining the frame of a window, or into the frame of a window, of said room, at least five feet from the floor, and the rope shall at all times be kept coiled and exposed to the plain view of the occupant of the room. The coil shall be fastened in such manner as to be easily and quickly loosened and uncoiled. The rope shall contain knots not more than eighteen inches apart, a loop at the end at least three inches in length, shall not be less than one half inch in diameter, and shall be of sufficient length to reach from such iron hook or eye to the ground. Such rope, iron hook or eye and fastenings shall be of sufficient strength to sustain a weight of four hundred pounds, and plain directions for the use of such rope or other appliance shall be printed and posted within six inches of the hook or eye to which the rope is fastened.

SECTION 46. The inspector of buildings of each city and town, if there be any, otherwise the chief engineer of the fire department, if there be any, otherwise such person as the mayor of a city or the selectmen of a town shall designate, shall annually, in the month of April, inspect every room of every hotel and lodging house of eight or more sleeping rooms above the second story in his city or town and ascertain if the provisions of the preceding section are complied with, and shall report the condition of the rope or other appliance to the chief of the district police, upon forms to be furnished by him. Whoever violates any provision of this or the preceding section shall be punished by a fine of not more than five hundred dollars, or by imprisonment for not more than six months, or by both such fine and imprisonment.

SECTION 47. If a building which is subject to the provisions of this act is owned, leased or occupied, jointly or in severalty, any owner, lessee or occupant may affix to any part of the outside wall of such building any means of egress or of escape from fire specified and described by an inspector, notwithstanding the objection of any other such owner, lessee or occupant; and such means of egress or of escape may project over the highway, or over a right-of-way for a distance not exceeding one half the width of the right-of-way.

SECTION 48. A license which is required by law, ordinance or by-law to authorize any building or part thereof to be used for any purpose specified in section twenty of this act shall not be granted until a license by the chief of the district police, or a certificate by an inspector, as required by the provisions of this act, shall have been issued therefor, and, when granted, shall not continue in force after the expiration of such license or certificate.

SECTION 49. Any person who hinders or prevents or attempts to prevent the chief of the district police, the deputy chief or any inspector of the building inspection department of the district police from entering any building, structure or enclosure or part thereof in the performance of his duty in the enforcement of the laws of the commonwealth relating thereto, shall be liable to a penalty of not less than fifty nor more than one hundred dollars.

SECTION 50. The owner, lessee or occupant of a theatre, factory, workshop or manufacturing establishment, or whoever owns any building or room mentioned in and subject to the provisions of sections twenty to twenty-five, inclusive, and twenty-seven of this act, or controls the use thereof, shall cause the provisions thereof to be observed, and such person or corporation shall be liable to any person injured for all damages caused by a violation of the provisions of this act. No criminal prosecution shall be begun for such violation until four weeks after notice in writing to such person or corporation has been given by an inspector of any changes necessary to be made in order to conform to the provisions of said sections, nor if such changes shall have been made in accordance with such notice. Notice to one member of a firm or to the clerk or treasurer of a corporation or to the person in charge of the building or part thereof shall be sufficient notice hereunder to all members of any firm or corporation owning, leasing or controlling the building or any part thereof. Such notice may be served personally or sent by mail.

SECTION 52. Sections fifteen, sixteen, twenty to twenty-nine, inclusive, forty-three, forty-four, forty-seven, forty-eight, fifty and fifty-seven of this act shall not apply to the city of Boston.

SECTION 53. Whoever, being the owner, lessee or occupant of any building or part of a building described in section twenty violates any provision of this act for which no other penalty is specifically prescribed shall be punished by a fine of not less than fifty nor more than five hundred dollars.

SECTION 54. The provisions of this act shall be enforced by the chief of the district police and the deputy chief and inspectors of the building inspection department of the district police, and the chief of the district police shall issue such regulations as may be deemed necessary for the uniform enforcement thereof.

SECTION 55. Whoever is aggrieved by the order, requirement, or direction of a building inspector of the building inspection department of the district police may, within ten days after the service thereof, appeal to a judge of the superior court for the county in which the building to which such order, requirement or direction relates is situated, for an order forbidding its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before the court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject-matter of the controversy, to examine the matter and hear the parties; and

the decision of said court, or the decision, in writing and under oath, of a majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters the order, requirement or direction of the inspector, the court shall also order the inspector not to enforce his order, requirement or direction, and in every case the certificate required by law shall thereupon be issued by said court or by said experts.

SECTION 56. The court may award reasonable compensation to experts appointed under the provisions of the preceding section which, if the order, requirement or direction of the inspector is altered or annulled, shall be paid by the county in which the application for an order of the court was made; otherwise, by the applicant. If the order, requirement or direction of the inspector is affirmed by the court or the experts, costs shall be taxed against the applicant for the order of the court as in civil cases, and shall be paid into the treasury of the county in which the application for such order of the court was made.

SECTION 57. The supreme judicial court or the superior court shall have jurisdiction in equity, upon the petition of an inspector, temporarily or permanently to restrain the erection, construction, alteration, use or occupation of a building in violation of the provisions of this act.

SECTION 58. Police, district and municipal courts shall have jurisdiction of prosecutions and proceedings of law under the provisions of this act, concurrently with the superior court.

SECTION 59. Any court having equity jurisdiction may, upon the application of the chief of the district police, or the deputy chief or any inspector of the building inspection department of the district police, enforce, by any suitable process or decree, the provisions of this act and any order or requirement of any person made under authority of this act.

SECTION 60. The supreme judicial court or the superior court shall have jurisdiction in equity to restrain the illegal placing, maintenance or use of any building, structure, or other thing. It may, upon the petition of a city or town, by its attorney, for such relief, require the removal of any such building, structure or other thing by the owner, and may authorize the city or town, in default of such removal by the owner, to remove it at his expense. The provisions of this section shall apply to such buildings, structures or other things so placed which were maintained or used prior to, as well as after, the second day of May in the year eighteen hundred and ninety-nine. Upon such petition, the defendant shall be presumed to have acted without a license or authority until he proves the contrary.

SECTION 61. Sections one to eighteen, inclusive, twenty-one to twenty-six, inclusive, twenty-nine to thirty-seven, inclusive, forty-eight to fifty-six, inclusive, of chapter one hundred and four of the Revised Laws, and all amendments thereof; chapter four hundred and fifty of the acts of the year nineteen hundred and four, as amended by chapter three hundred and forty-two of the acts of the year nineteen hundred and five; chapter one hundred and five of the acts of the year nineteen hundred and six; chapter three hundred and thirty-five of the acts of the year nineteen hundred and eight, as amended by chapter one hundred and forty-three

of the acts of the year nineteen hundred and ten; chapter four hundred and eighty-seven of the acts of the year nineteen hundred and eight; chapter three hundred and eighty-nine of the acts of the year nineteen hundred and eight, as amended by chapter three hundred and fifty-four of the acts of the year nineteen hundred and nine; section seventeen, so far as it relates to the definition of "public building" and "school house"; sections ninety-seven to ninety-nine, inclusive, and section one hundred and five of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine; chapter three hundred and thirty-four of the acts of the year nineteen hundred and twelve; and all acts and parts of acts inconsistent herewith, in so far as their enforcement shall apply to the chief of the district police, or the deputy chief and inspectors of the building inspection department of the district police, are hereby repealed. All provisions of this act which are the same in effect as those hereinbefore repealed shall be construed as continuations and re-enactments, and in all such cases the provisions shall take effect as of the date when they were first enacted. No repeal hereby made shall have the effect of reviving any act or part of an act heretofore repealed.

SECTION 62. This act shall take effect on the first day of November, nineteen hundred and thirteen. [*Approved May 15, 1913.*]

CHAPTER 657.

AN ACT RELATIVE TO SERVICES RENDERED BY PENSIONERS OR ANNUITANTS TO A MUNICIPALITY OR COUNTY.

SECTION 1. No person who now or hereafter receives a pension or an annuity from any city or town or any county shall be paid for any service, except service as a juror, rendered by him to said city, town or county after the date of the first payment of such pension or annuity.

SECTION 2. This act shall take effect upon its passage. [*Approved May 16, 1913.*]

CHAPTER 668.

AN ACT TO AUTHORIZE THE APPOINTMENT BY THE BOARD OF FREE PUBLIC LIBRARY COMMISSIONERS OF A DIRECTOR OF EDUCATIONAL WORK FOR ALIENS.

SECTION 1. The board of free public library commissioners may, with the consent of the governor and council, appoint an agent or secretary to direct educational work for the benefit of the alien population of the commonwealth, at a salary of such amount, not exceeding two thousand dollars, as the governor and council may approve. The said agent may at any time be removed from office by a majority vote of the board. In case of a vacancy, temporary substitutes may be engaged on terms and conditions approved by the governor and council.

SECTION 2. This act shall take effect upon its passage. [*Approved May 16, 1913.*]

CHAPTER 671.

AN ACT RELATIVE TO PENSIONING LABORERS IN THE EMPLOY OF FIRE DISTRICTS AND WATER DISTRICTS.

SECTION 1. Chapter five hundred and three of the acts of the year nineteen hundred and twelve, being an act relative to pensioning laborers in the employ of cities and towns, shall hereafter be held to include laborers in the employ of

fire districts and water districts, and if in any city or town which hereafter accepts the provisions of the said act there is a fire district or water district, the act shall be held to apply to laborers employed by such district, and the town shall pay any pensions payable under the act to employees of the fire or water district.

SECTION 2. If in any city or town which has accepted the provisions of said chapter five hundred and three there was at the time of such acceptance a fire or water district, the said act shall again be submitted at the next annual state election to the voters of such city or town for their acceptance, with the understanding that the act applies to laborers in the employ of the fire or water district in the said city or town, and that, if the act is accepted, the town shall be liable to pay the pensions due to any laborers employed by such fire or water district. If at such resubmission a majority of the voters voting thereon vote to accept the act, then it shall take effect, enlarged as aforesaid, in such city or town.

SECTION 3. Not less than two weeks and not more than four weeks before the election at which the said chapter five hundred and three is to be resubmitted as aforesaid, the city clerk of any city concerned shall cause to be mailed to each of the registered voters in the city a copy of this act together with a statement that chapter five hundred and three, enlarged as aforesaid, is to be submitted to the voters at the coming election.

SECTION 4. This act shall not apply to the city of Boston.

(The foregoing was laid before the Governor on the twelfth day of May, 1913, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 673.

AN ACT TO INCREASE THE POWERS AND FURTHER DEFINE THE DUTIES OF THE MINIMUM WAGE COMMISSION.¹

SECTION 1. . . . [Amends acts of 1912, chapter 706, section 5.] *Section 5.* The commission may transmit to each wage board all pertinent information in its possession relative to the wages paid in the occupation in question. Each wage board shall take into consideration the needs of the employees, the financial condition of the occupation and the probable effect thereon of any increase in the minimum wages paid, and shall endeavor to determine the minimum wage, whether by time rate or piece rate, suitable for a female employee of ordinary ability in the occupation in question, or for any or all of the branches thereof, and also suitable minimum wages for learners and apprentices and for minors below the age of eighteen years. When [two thirds] *a majority* of the members of a wage board shall agree upon minimum wage determinations, they shall report such determinations to the commission, together with the reasons therefor and the facts relating thereto. [, and also the names, so far as they can be ascertained by the board of employers who pay less than the minimum wage so determined.]

SECTION 2. . . . [Amends acts of 1912, chapter 706, section 6.] *Section 6.* Upon receipt of a report from a wage board, the commission shall review the same, and may approve any or all of the determinations recommended, or may disapprove any or all of them, or may recommit the subject to the same or to a new wage

¹ For minimum wage law, as amended in 1913, see *post*, page 229.

board. If the commission approves any or all of the determinations of the wage board it shall, after not less than fourteen days' notice to employers paying a wage less than the minimum wage approved, give a public hearing to such employers, and if, after such public hearing, the commission finally approves the determination, it shall enter a decree of its findings and note thereon the names of employers, so far as they may be known to the commission, who fail or refuse to accept such minimum wage and to agree to abide by it. The commission shall [, within fourteen days] thereafter publish [the names of all such employers] in at least [four] *one* [newspapers] *newspaper* in each county [in] of the commonwealth [together with the material part] *a summary* of its findings and [a statement of the minimum wages paid by every such employer] *of its recommendations*. *It shall also at such times and in such manner as it shall deem advisable publish the facts, as it may find them to be, as to the acceptance of its recommendations by the employers engaged in the industry to which any of its recommendations relate, and may publish the names of employers whom it finds to be following or refusing to follow such recommendations.* [Any] *An employer* [upon filing] *who files a declaration under oath in the supreme judicial court or the superior court to the effect that compliance with [such decree] the recommendation of the commission would [endanger the prosperity of the business to which the same is made applicable,] render it impossible for him to conduct his business at a reasonable profit shall be entitled to a [stay of execution of such decree and a review thereof with reference to the question involved in such declaration.] review of said recommendation* [Such review shall be made] by the court under the rules of equity procedure. [and if it shall be found by the court that compliance with such decree is likely to endanger the prosperity of the business to which the same is applicable, then an order shall issue from said court, revoking the same.] *The burden of proving the averments of said declaration shall be upon the complainant. If, after such review, the court shall find the averments of the declaration to be sustained, it may issue an order restraining the commission from publishing the name of the complainant as one who refuses to comply with the recommendations of the commission. But such review, or any order issued by the court thereupon, shall not be an adjudication affecting the commission as to any employer other than the complainant, and shall in no way affect the right of the commission to publish the names of those employers who do comply with its recommendations.* The type in which the employers' names shall be printed shall not be smaller than that in which the news matter of the paper is printed. The publication shall be attested by the signature of at least a majority of the commission.

SECTION 3. . . . [Amends acts of 1912, chapter 706, section 13.] *Section 13.* Any employer who discharges or in any other manner discriminates against any employee because such employee has testified, or is about to testify, or because the employer believes that the employee may testify, in any investigation or proceeding relative to the enforcement of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of [twenty-five dollars] *not less than two hundred dollars and not more than one thousand dollars* for each offence.

SECTION 4. This act shall take effect on the first day of July, in the year nineteen hundred and thirteen. [Approved May 19, 1913.]

CHAPTER 681.

AN ACT RELATIVE TO POLICE PENSIONS.

SECTION 1. Any police officer in this commonwealth who shall hereafter be retired and pensioned under the provisions of law, and who has accepted or may accept another appointment or employment as a police officer or police official in any city or town in this commonwealth, shall cease to receive a pension during such time as he shall hold the new appointment as police officer or police official as aforesaid.

SECTION 2. This act shall take effect upon its passage. [*Approved May 19, 1913.*]

CHAPTER 685.

AN ACT RELATIVE TO WAGES OF EMPLOYEES OF THE METROPOLITAN PARK COMMISSION AND OF THE METROPOLITAN WATER AND SEWERAGE BOARD.

SECTION 1. . . . [Amends acts of 1911, chapter 541, section 1.] *Section 1.* The wages paid by the metropolitan park commission and by the metropolitan water and sewerage board to laborers directly employed by them shall be not less than two dollars and [twenty-five] *fifty* cents a day.

SECTION 2. This act shall take effect upon its passage.

(This bill, returned by the governor to the senate, the branch in which it originated, with his objections thereto, was passed by the senate, May 13, and, in concurrence, by the house of representatives, May 19, the objections of the governor notwithstanding, in the manner prescribed by the Constitution; and thereby has the "force of a law".)

CHAPTER 690.

AN ACT TO DEFINE THE EXTENT TO WHICH PEACEFUL PERSUASION IS PERMITTED.

No person shall be punished criminally, or held liable or answerable in any action at law or in equity, for persuading or attempting to persuade by printing or otherwise any other person to do anything, or to pursue any line of conduct not unlawful or actionable or in violation of any marital or other legal duty, unless such persuasion or attempt to persuade is accompanied by injury or threat of injury to the person, property, business or occupation of the person persuaded or attempted to be persuaded, or by disorder or other unlawful conduct on the part of the person persuading or attempting to persuade, or is a part of an unlawful or actionable conspiracy.

(The foregoing was laid before the governor on the fourteenth day of May, 1913, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 696.

AN ACT RELATIVE TO THE AMOUNT TO BE PAID UNDER THE WORKMEN'S COMPENSATION ACT IN CASES OF CERTAIN SPECIFIED INJURIES.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part II, section 11, as amended by acts of 1912, chapter 571, section 2, and acts of 1913, chapter 445, section 1.] *Section 11.* In case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation:

(a) For the loss by severance of both hands at or above the wrist, or both feet at or above the ankle, or the loss of one hand and one foot, or the reduction to one tenth of normal vision in both eyes with glasses, one half of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of one hundred weeks.

(b) For the loss by severance of either hand at or above the wrist, or either foot at or above the ankle, or the reduction to one tenth of normal vision in either eye with glasses, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of fifty weeks.

(c) For the loss by severance at or above the second joint of two or more fingers, including thumbs, or toes, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twenty-five weeks.

(d) For the loss by severance of at least one phalange of a finger, thumb, or toe, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twelve weeks.

(e) *The additional amounts provided for in this section in case of the loss of a hand, foot, thumb, finger or toe shall also be paid for the number of weeks above specified, in case the injury is such that the hand, foot, thumb, finger or toe is not lost but is so injured as to be permanently incapable of use [provided, that when the incapacity ceases the said additional payment shall also cease].*²

SECTION 2. This act shall take effect upon its passage. [Approved May 22, 1913.]

CHAPTER 697.

AN ACT RELATIVE TO PENSIONING PERMANENT AND CALL MEMBERS OF FIRE DEPARTMENTS IN CITIES.

SECTION 1. The fire commissioner or commissioners, in cities having such an official, and in other cities the board of aldermen or the board or body having the powers of aldermen, in all cases with the approval of the mayor, shall retire from active service and place upon the pension roll any permanent or call member of the fire department of the city whom the city physician certifies in writing to be permanently disabled, mentally or physically, by injuries sustained or illness incurred through no fault of his in the actual performance of duty, from further

¹ For workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

² The entire clause "(e)" was added by acts of 1913, chapter 445, except the word "permanently," which was added by chapter 696. That part of clause "(e)" which is included in brackets was added by acts of 913, chapter 445, approved April 7, 1913, and was later repealed by chapter 696, approved May 22, 1913.

performing duty as such member; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years, if in the judgment of said board or official such member is disabled for useful service in the department: *provided, however*, that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired upon his own request.

SECTION 2. Any permanent member of a fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the annual salary or other compensation payable to him during the last year of his service. The compensation of any call member retired under the provisions of this act shall be the same as that of a permanent member of the first grade of the same department in which he served, or, if there be no grades, his compensation shall be that of a permanent member of the department performing duties like those which he performed.

SECTION 3. This act shall not apply to the city of Boston.

SECTION 4. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 5. This act shall take effect in any city upon its acceptance by the city council of the city; otherwise, it shall not take effect. [*Approved May 23, 1913.*]

CHAPTER 704.

AN ACT RELATIVE TO THE CONSTRUCTION, ALTERATION AND MAINTENANCE OF BUILDINGS IN THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1907, chapter 550, section 1, fourth paragraph.] The commissioner may appoint as his deputy an inspector in the department who shall, during the absence or disability of the commissioner, exercise all the powers of the commissioner. No officer *or employee* connected with the department shall [engage in any other business or] be interested in the doing of work or [the] furnishing [of] material *or appliances* for the construction, [repair] *alteration* or maintenance of any building or in the making of plans or [of] specifications therefor, unless he is the owner [of the building] *thereof* or a member of [the board of appeal] *a board within the building department*. *No such officer or employee shall be engaged in any work which is inconsistent with his duties or with the interests of the department.*

SECTION 2. . . . [Amends acts of 1907, chapter 550, section 40.] *Section 40.* No wooden building hereafter erected to be used as a habitation shall be more than three stories in height above the basement, nor more than forty-five feet in height above the street level, nor shall any part of such building, except the eaves and cornice, be nearer than three feet to the line of any adjoining lot, and if built on land of the same owner, nearer than six feet to any other building, unless the side wall of such adjoining building is constructed as a solid brick or concrete wall not less than eight inches thick and carried twelve inches above the roof.

Every wooden building hereafter constructed to form a block of two or more houses shall have a brick or concrete party wall between adjoining houses, which shall be not less than eight inches thick, shall be carried twelve inches above the roof, and shall be capped with a metallic covering.

No wooden building hereafter erected to be used in whole or in part as a house of habitation shall exceed twenty-two hundred square feet in area; and no such existing building shall be altered or enlarged to exceed twenty-two hundred square feet in area. No wooden building hereafter erected to be used for other purposes than habitation shall exceed forty feet in height, and no such building shall exceed twenty-two hundred feet in area unless the external parts are covered with incombustible material to the satisfaction of the commissioner, and no such building shall exceed five thousand square feet in area in any event: provided, however, that nothing in this section shall be construed to affect the provisions of section nine of this act; and no such existing building shall be altered or enlarged to exceed forty feet in height; nor shall any such building be altered or enlarged to exceed twenty-two hundred square feet in area unless the external parts are covered with combustible material to the satisfaction of the commissioner; nor to exceed five thousand square feet in area in any event.

SECTION 3. This act shall take effect upon its passage. [Approved May 27, 1913.]

CHAPTER 709.

AN ACT TO ENLARGE THE POWERS AND DUTIES OF THE ATTORNEY-GENERAL.

SECTION 1. It shall be the duty of the attorney-general, and he is hereby authorized, to take cognizance of all violations of law or of orders of courts, tribunals or commissions affecting the general welfare of the people, including combinations, agreements and unlawful practices in restraint of trade or for the suppression of competition, or for the undue enhancement of the price of articles or commodities in common use, and to institute or cause to be instituted such criminal or civil proceedings before the appropriate state and federal courts, tribunals and commissions as the attorney-general may deem to be for the interest of the public, and to investigate all matters in which he has reason to believe that there has been such violation. To carry out the purposes of this act he may appoint such assistant or assistants as he may deem necessary to act for him under his direction, and, with the approval of the governor and council, he shall fix their compensation. In all criminal proceedings instituted under this act the attorney-general may require district attorneys to assist him and to act for him in their respective districts, and in all matters so referred to them the district attorneys shall be under the jurisdiction and direction of the attorney-general.

SECTION 2. To carry out the provisions of this act the attorney-general, with the consent of the governor and council, may expend a sum not exceeding five thousand dollars from the treasury of the commonwealth.

SECTION 3. This act shall take effect upon its passage. [Approved May 28, 1913.]

CHAPTER 711.

AN ACT TO AUTHORIZE THE PENSIONING OF CERTAIN WOMEN EMPLOYED BY THE SERGEANT-AT-ARMS.

SECTION 1. Any woman in the employ of the sergeant-at-arms as a cleaner and scrub woman who has reached the age of sixty years and has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor, and any such employee who has been in the

employ of said department for a period of not less than ten years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of her duties in the said department, may, with the approval of the sergeant-at-arms, be retired from service, and if so retired she shall receive from the commonwealth for the remainder of her life the sum of three dollars per week.

SECTION 2. This act shall take effect on the first day of January, nineteen hundred and fourteen. [*Approved May 28, 1913.*]

CHAPTER 714.

AN ACT RELATIVE TO THE LICENSING OF OPERATORS OF PASSENGER ELEVATORS IN THE CITY OF BOSTON.

SECTION 1. It shall be unlawful for any person to be employed in running an elevator in the city of Boston for the transportation of passengers, except in private houses and apartment houses, unless the person so employed is licensed as hereinafter provided.

SECTION 2. Any person desiring to operate an elevator in the city of Boston for the transportation of passengers, and any person now so employed and desiring to continue such employment, shall make written application to the building commissioner of said city. The applicant shall state in his application his name, age and residence, and the application shall be accompanied by the written recommendation of a citizen of the commonwealth stating that he has known the applicant for a period of not less than six months, and that the applicant is a person of good moral character. The said building commissioner shall make such examination of the applicant as he deems necessary, and if the applicant is found to be of good moral character and competent to operate an elevator, he shall receive a license without payment of a license fee. All licenses shall expire on the last day of the year in which they are granted. No license shall be granted to a person under eighteen years of age.

SECTION 3. Whoever not being licensed as aforesaid, or being under eighteen years of age, operates in the city of Boston an elevator for the transportation of passengers, and whoever employs a person who is under eighteen years of age, or who is not licensed as aforesaid, to operate an elevator in said city for the transportation of passengers shall be punished by a fine of not less than ten nor more than five hundred dollars.

SECTION 4. This act shall not apply to elevators used for carrying freight which carry passengers incidentally to such use, nor to elevators in buildings that are under construction or repair, nor to the operation of elevators in an emergency that could not reasonably have been anticipated.

SECTION 5. This act shall take effect ninety days after its passage. [*Approved May 28, 1913.*]

CHAPTER 724.

AN ACT RELATIVE TO THE USE OF PRISON-MADE GOODS BY THE PUBLIC INSTITUTIONS OF TOWNS.

The state board of charity, upon the application of the prison commissioners, may establish the style, designs and qualities of the articles and materials to be

made by the labor of prisoners for use in the public institutions of towns, as provided by section forty-five of chapter two hundred and twenty-five of the Revised Laws, as amended by chapter five hundred and sixty-five of the acts of the year nineteen hundred and twelve. [*Approved May 29, 1913.*]

CHAPTER 746.

AN ACT RELATIVE TO THE REPORTS REQUIRED IN RESPECT TO INDUSTRIAL ACCIDENTS.¹

SECTION 1. . . . [Amends acts of 1911, chapter 751, part III, section 18.]

Section 18. Every employer shall hereafter keep a record of all injuries, fatal or otherwise, received by his employees in the course of their employment. Within forty-eight hours, not counting Sundays and legal holidays, after the occurrence of an [accident resulting in personal] injury, a report thereof shall be made in writing to the industrial accident board on blanks to be procured from the board for the purpose. Upon the termination of the disability of the injured employee, *the employer shall make a supplemental report upon blanks to be procured from the board for that purpose.* [or] If [such] *the* disability extends beyond a period of sixty days, [at the expiration of such period] the employer shall [make a] *report to the board at the end of such period that the injured employee is still disabled, and upon the termination of the disability shall file a final supplemental report [on blanks to be procured from the board for that purpose] as provided above.*

The said reports shall contain the name and nature of the business of the employer, the [location] *situation* of the establishment, the name, age, sex, and occupation of the injured employee, and shall state the date and hour of [the] *any accident causing the injury*, the nature and cause of the injury, and such other information as may be required by the board.

Any employer who refuses or neglects to make the report required by this section shall be punished by a fine of not more than fifty dollars for each offence.

Copies of all reports of injuries filed by employers with the industrial accident board and all statistics and data compiled therefrom shall be kept available by the said board, and shall be furnished on request to the state board of labor and industries for its own use.

Within sixty days after the termination of the disability of the injured employee, the association or other party liable to pay the compensation provided for by Part II of this act shall file with the board a statement showing the total payments made or to be made for compensation and for medical services for such injured employee.

SECTION 2. Section one hundred and forty-four of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, as amended by chapter four hundred and nine of the acts of the year nineteen hundred and twelve,² and

¹ For workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

² Acts 1909, c. 514, § 144, as amended by acts 1912, c. 409, entitled "An Act relative to reporting accidents", was as follows: *Section 144.* All employers shall keep a correct record of any accident occurring to an employee while at work for the employer, whether such accident results in the death of the employee or in such bodily injury as shall prevent him from returning to work within four days thereafter. The said record shall be open to inspection by an inspector of factories of the district police. Within ninety-six hours after the time of the accident a written report thereof shall be furnished to the chief of the district police, upon forms to be furnished by him. No statements contained in any such report shall be admissible in any action arising out of the accident therein reported. The chief of the district police shall furnish the sender with a written or printed acknowledgment of the receipt of the report, shall keep a record of all accidents so reported to him, and shall include an ab-

section thirteen of chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve¹ are hereby repealed.

SECTION 3. This act shall take effect on the first day of July, nineteen hundred and thirteen. [*Approved June 6, 1913.*]

CHAPTER 758.

AN ACT RELATIVE TO THE HOURS OF EMPLOYMENT OF WOMEN AND MINORS.

SECTION 1. . . . [Amends acts of 1909, chapter 514, section 48, as amended by acts of 1911, chapter 484 and acts of 1912, chapter 477.] *Section 48.* No child under eighteen years of age and no woman shall be employed in laboring in [a] *any factory or workshop, or in any manufacturing, mercantile, [or] mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company,* more than ten hours in any one day; and in no case shall the hours of labor exceed fifty-four in a week [, and if any child or woman shall be employed in more than one manufacturing or mechanical establishment, the total number of hours of such employment shall not exceed fifty-four hours in any one week;] except that in [any such] *manufacturing* establishments where the employment is by seasons, the number of such hours in [one] *any* week may exceed fifty-four, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-four hours a week for the whole year, excluding Sundays and holidays; *and if any child or woman shall be employed in more than one such place the total number of hours of such employment shall not exceed fifty-four hours in any one week.* Every employer, *except those employers herein-after designated,* shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of [commencing] *beginning* and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of *mercantile establishments and of establishments exempted from the provisions of sections sixty-seven and sixty-eight,* the time, if any, allowed for meals. The printed forms of such notices shall be provided by the [chief of the district police,] *state board of labor and industries,* after approval by the attorney-general. The employment of *any* such person at any time, other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which [he] *such person* was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the [chief of the district police or to an inspector of factories and public buildings] *state board of labor and*

strat of the record in his annual report. An employer who fails to keep the record or to furnish the report to the chief of the district police required by this section shall be punished by a fine of not less than ten dollars nor more than twenty-five dollars for each offence.

¹ Acts 1912, c. 726, § 13 was as follows: *Section 13.* Copies of all reports concerning injuries received by employees, which employers are required to file with the industrial accident board under the provisions of section eighteen of Part III of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven, shall be filed with the state board of labor and industries. Any employer who refuses or neglects to make the report required by this section shall be punished by a fine of not more than fifty dollars for each offence.

industries. Every employer engaged in furnishing public service or in any other kind of business in respect to which the state board of labor and industries shall find that public necessity or convenience requires the employment of children under the age of eighteen or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. Printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergency as defined by section one of chapter four hundred and ninety-four of the acts of the year nineteen hundred and eleven or extraordinary public requirement, the provisions of this act shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries.

SECTION 2. This act shall take effect on the first day of October in the year nineteen hundred and thirteen. [Approved June 6, 1913.]

CHAPTER 759.

AN ACT TO PROVIDE FOR THE RECLAMATION OF WET LANDS.

SECTION 1. The state board of agriculture and the state board of health, acting as a joint board, are hereby authorized with the approval of the governor and council, to purchase or take by right of eminent domain in the name of the commonwealth for the purposes of this act, any tract or tracts of wet land, except salt marshes, together with such dry lands, if any, as may be necessary for access thereto. In carrying out the provisions of this act the said joint board may, in its discretion, determine that any of the powers and duties hereby conferred or imposed shall be exercised and performed by either one of the two boards composing the joint board.

SECTION 4. . . . So far as is practicable, the labor of prisoners shall be employed in reclaiming the said lands, under such regulations and conditions as may be prescribed by the prison commissioners; and it is hereby made the duty of the prison commissioners to furnish such labor, upon request of the said joint board, whenever it is practicable for them to do so. The cost of transportation of prisoners to and from the place of labor and the cost of providing them with necessary meals while so employed shall be paid from the fund herein provided for.

SECTION 5. When said lands, or any convenient part thereof, shall have been drained and reclaimed, the said joint board shall cause the same to be cultivated for not less than two successive seasons, in such manner as in the opinion of the board will best demonstrate the value thereof for agricultural uses. The products of cultivation shall not be sold in open market, but shall be used for the supply

of public institutions, and such institutions shall pay to the joint board such sums for the said products as they would pay if the same were purchased in open market, and the sums so received shall be added to the sum herein provided for.

SECTION 6. The said joint board shall thereafter, at such time or times as it shall deem expedient, offer such lands for sale, in whole or in part, at a price not less than the cost of the land plus the cost of reclaiming the same. Any sums received from such sales shall be paid into the treasury of the commonwealth and credited to the ordinary revenue until the total amount expended under the provisions of this act has been refunded, after which the proceeds shall be credited to a fund to be known as the Wet Lands Reclamation Fund and shall be used for the reclamation of other tracts in the manner herein provided.

SECTION 7. In carrying out the provisions of this act, the said joint board may expend a sum not exceeding fifteen thousand dollars from the treasury of the commonwealth. This sum shall be in addition to any amounts received from the sale of products as aforesaid.

SECTION 8. This act shall take effect upon its passage. [*Approved June 7, 1913.*]

CHAPTER 766.

AN ACT RELATIVE TO THE LIGHTING OF FACTORIES AND WORKSHOPS.

SECTION 1. Upon the request of any member of the inspection department of the district police, or upon the request of any five employees in a factory or workshop, it shall be the duty of the state board of labor and industries established by chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve to investigate and ascertain whether or not such factory or workshop is adequately lighted. If said board shall be of the opinion, after such investigation, that the factory or workshop is not properly lighted, it shall notify the owner or the person in charge thereof and shall specify what changes should be made in order to light properly the factory or workshop, and the owner or lessee of such factory or workshop shall make the changes so specified as soon as it can be done by the exercise of reasonable diligence.

SECTION 2. Any owner or lessee of a factory or workshop who fails to comply with any order of the state board of labor and industries made under the provisions of section one of this act, provided that such failure is not the result of causes beyond the control of the owner or lessee, shall be punished by a fine not exceeding five hundred dollars. [*Approved June 13, 1913.*]

CHAPTER 770.

AN ACT RELATIVE TO THE MEMBERS OF THE POLICE AND FIRE DEPARTMENTS OF THE CITY OF BOSTON WHO WERE FORMERLY IN THE SERVICE OF THE TOWN OF HYDE PARK.

SECTION 1. . . . [Amends acts of 1911, chapter 469, section 11.] *Section 11.* The several police officers, watchmen and firemen in office in the town of Hyde Park when this act takes effect shall thereafter continue in the discharge of their respective duties, until successors are appointed in their stead. The members of the regular and permanent police and fire departments of the town of Hyde Park

when this act takes effect shall become in their respective grades members of the police and fire departments of the city of Boston, [and] shall be within the classified civil service of the commonwealth, *and shall have the same right to be retired and to receive a pension or other compensation from the city of Boston which they would have had if the service performed by them had been performed wholly in and for the city of Boston.*

SECTION 2. This act shall take effect upon its passage. [Approved June 13, 1913.]

CHAPTER 779.

AN ACT RELATIVE TO SCHOOL ATTENDANCE AND TO THE EMPLOYMENT OF MINORS.

SECTION 1. . . . [Amends Revised Laws, 1902, chapter 44, section 1, as amended by acts of 1905, chapter 320, and acts of 1906, chapter 338.] *Section 1. Every child between seven and fourteen years of age, [and] every child under sixteen years of age who [can not read at sight and write legibly simple sentences] does not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which he resides, and every child under sixteen years of age who has not received an employment certificate as provided in this act and is not engaged in some regular employment or business for at least six hours per day or has not the written permission of the superintendent of schools of the city or town in which he resides to engage in profitable employment at home, shall attend [some] a public day school in [the] said city or town [in which he resides] or some other day school approved by the school committee, during the entire time the public [day] schools are in session, subject to such exceptions [as to children, places of attendance and schools] as are provided for in [section three of chapter forty-two and] sections [three] four, five and six of this chapter and in section three of chapter forty-two of the Revised Laws, as amended by chapter four hundred and thirty-three of the acts of the year nineteen hundred and two, and by chapter five hundred and thirty-seven of the acts of the year nineteen hundred and eleven;¹ but such attendance shall not be required of a child whose physical or mental condition is such as to render attendance inexpedient or impracticable, or who is being otherwise instructed in a manner approved in advance by the superintendent of schools or the school committee. The superintendent of schools, or [, if there is no superintendent of schools, the school committee, or teachers acting under authority of said superintendent or committee,] teachers in so far as authorized by said superintendent or by the school committee, may excuse cases of necessary absence. [The attendance of a child upon a public day school shall not be required if he has attended for a like period of time a private day school approved by the school committee of such city or town in accordance with the provisions of the following section, or if he has been otherwise instructed for a like period of time in the branches of learning required by law to be taught in the public schools, or if he has already acquired such branches of learning, or if his physical or mental condition is such as to render such attendance inexpedient or impracticable. Every person having under his control a child as described in this section shall*

¹ Relating to towns having no high school, to attendance and place of residence, and to exclusion on account of contagious diseases.

cause him to attend school as herein required; and if he fails for five day sessions or ten half-day sessions within any period of six months while under such control to cause such child, whose physical or mental condition is not such as to render his attendance at school harmful or impracticable, so as to attend school, he shall, upon complaint by a truant officer and conviction thereof, be punished by a fine of not more than twenty dollars: *provided, however, that no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than the public day schools, shall avail as a defence under the provisions of this section unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition, or the suitable instruction of the child.* Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child who, while school is in session, is absent unlawfully from school shall be punished by a fine of not more than fifty dollars.] *for other causes not exceeding five day sessions or ten half-day sessions in any period of six months. For the purposes of this section, school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency, and in the progress made therein, the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein.*¹

SECTION 2. . . . [Amends Revised Laws, 1902, chapter 44, section 2]. *Section 2. Every person having under his control a child as described in section one shall cause him to attend school as therein required, and, if he fails for five day sessions or ten half-day sessions within any period of six months while such control obtains, to cause such child so to attend school, he shall, upon complaint by an attendance officer and conviction thereof, be punished by a fine of not more than twenty dollars, and no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than public day schools, shall avail as a defence under the provisions of this or the preceding section, unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition and the suitable instruction of the child.*

Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child while school is in session, shall be punished by a fine of not less than ten nor more than fifty dollars. [For the purposes of the preceding section, school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency and in the progress made therein the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein.]

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¹ The last sentence was nearly identical in section 2 of chapter 44, Revised Laws of 1902.

SECTION 13. The officers hitherto known as truant officers shall hereafter be known as attendance officers, and all laws now or hereafter in force relative to truant officers shall apply to attendance officers.

SECTION 14.¹ . . . [Amends acts of 1909, chapter 514, section 56.] *Section 56.* No child under [the age of] fourteen years of age [and no child who is over fourteen and under sixteen years of age who does not have a certificate as required by the four following sections certifying to the child's ability to read at sight and to write legibly simple sentences in the English language] shall be employed [in] *or permitted to work in, about or in connection with* any factory, workshop, *manufacturing, mechanical* or mercantile establishment. [The ability to read at sight and to write legibly simple sentences in the English language shall be construed as meaning such ability to read and write as is required for admission to the fourth grade of the public schools of the city or town in which such minor lives.] No child under [the age of] fourteen years of age shall be employed at work performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the city or town in which he resides are in session, or be employed at work before [six] *seven* o'clock in the morning or after [seven] *six* o'clock in the evening. [But minors to whom the provisions of this section apply shall be permitted to work on Saturdays between the hours of six in the morning and seven in the evening in mercantile establishments.]

SECTION 15. . . . [Amends acts of 1909, chapter 514, section 57.] *Section 57.* No child [under sixteen years of age] *between fourteen and sixteen years of age* shall be employed [in a] *or be permitted to work in, about or in connection with any* factory, workshop, *manufacturing, mechanical* or mercantile establishment unless [his employer] *the person, firm or corporation employing such child* procures and keeps on file accessible to the [truant] *attendance* officers of the city or town, *to agents of the board of education*, and to the [district police and inspectors of factories and public buildings,] *state board of labor and industries or its authorized agents or inspectors*, [an age and schooling certificate] *the employment certificate is hereinafter provided issued to such child*, and keeps [two] *a complete* [lists] *list of the names and ages* of all such [minors] *children* employed therein [one on file, and one] conspicuously posted near the principal entrance of the building in which such children are employed [, and also keeps on file and sends to the superintendent of schools, or, if there is no superintendent, to the school committee, a complete list of the names of all minors employed therein who cannot read at sight and write legibly simple sentences in the English language.] : *provided, however, that children who are over fourteen but under sixteen years of age shall be permitted to work in mercantile establishments on Saturdays between the hours of seven in the morning and six in the evening, without such certificate. On termination of the employment of a child whose employment certificate is on file, said certificate shall be returned by the employer within two days after said termination to the office of the superintendent of schools from which it was issued.*

SECTION 16. . . . [Amends acts of 1909, chapter 514, section 58, as amended by acts of 1911, chapter 269.] *Section 58.* An [age and schooling] *employment* certificate shall be [approved] *issued* only by the superintendent of schools or by a person authorized by him in writing, or, [if] *where* there is no superintendent

¹ Section 14 was later in the session of 1913 amended by chapter 831, section 1, see *post*, page 103.

of schools, by a person authorized *in writing* by the school committee [;], *of the city or town where the child to whom it is issued resides during his employment, or in case the child resides outside the commonwealth, of the city or town in which the child is to be employed: provided, that* [but] no member of a school committee or other person authorized as aforesaid shall [approve] *have authority to issue such certificate for any [minor] child then in, or about to enter, [his] such person's own employment or the employment of a firm or corporation of which he is a member, officer or employee.* [The printed form of such age and schooling certificate shall be provided by the chief of the district police. No such certificate shall be approved by any person unless he is satisfied that the minor therein named is able to read at sight and to write legibly simple sentences in the English language, as is required for admission to the fourth grade of the public schools of the city or town in which such minor lives, nor until such person has received a certificate signed by a physician, as provided in chapter five hundred and two, of the acts of the year 1906 and acts passed in amendment thereof, or by a physician appointed by the school committee, stating that said minor has been examined by him and in his opinion is in sufficiently sound health and physically able to perform the work which the minor intends to do: *provided, however,* that the age and schooling certificate may be approved and issued without a physician's certificate if there shall be on file in connection with the public schools a written record in regard to the child's physical condition made within one year and the person authorized to approve said age and schooling certificate after having examined such record shall certify that in his opinion said minor is in sufficiently sound health and physically able to perform the work which the minor intends to do. The person who approves the certificate may administer the oath provided for therein, but no fee shall be charged therefor.]

The person issuing employment certificates shall in each case, before issuing a certificate, receive, examine, approve and file the following papers, duly executed: —

(1) *A pledge or promise signed by the employer or by an authorized manager or superintendent, setting forth the character of the employment, the number of hours per day during which the child is to be regularly employed and the name and address of the employer, in which pledge or promise the employer agrees to employ the child in accordance with the provisions of this act, and to return the employment certificate as provided in section fifty-seven.*

(2) *The school record of such child, properly filled out and signed as hereinafter provided.*

(3) *A certificate signed by a school or family physician, or by a physician appointed by the school committee, stating that the child has been thoroughly examined by said physician and, in his opinion, is in sufficiently sound health and physically able to perform the work which the child intends to do.*

(4) *Evidence of age showing that the child is fourteen years of age, which shall consist of one of the following proofs of age:*

(a) *A birth certificate, or a duly attested transcript thereof, made by a registrar of vital statistics or other officer charged with the duty of recording births.*

(b) *A baptismal certificate, or a duly attested transcript thereof, showing the age and date of baptism of the child.*

(c) *In case none of the aforesaid proofs of age is obtainable, and only in such*

case, the person issuing employment certificates may accept in lieu thereof a passport or a duly attested immigration record, or transcript thereof, showing the age of the child, or other official or religious record of the child's age: provided, that it shall appear to the satisfaction of said person that the same is good and sufficient evidence of the child's age.

(d) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may accept in lieu thereof a record of age as given on the register of the school which the child first attended in the commonwealth: provided, that such record was kept for at least two years during the time when such child attended school.

(e) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may receive the signed statement of the school physician, or of the physician appointed by the school committee, stating that, after examination, it is the opinion of such physician that the child is at least fourteen years of age. Such physician's statement shall be accompanied by a statement signed by the child's parent, guardian or custodian, or in case such child has no parent, guardian or custodian, the signed statement of the next adult friend. Such signed statement shall contain the name, date and place of birth and residence of the child, and shall certify that the parent, guardian, custodian or next friend signing the statement is unable to produce any of the proofs of age specified in this section. Such statement shall be signed in the presence of the person issuing employment certificates by the parent, guardian, custodian, or next friend. The person issuing employment certificates may, before issuing a certificate, require the parent, guardian, custodian, or next adult friend of the child to appear and approve in writing the issuance of said certificate.

SECTION 17. . . . [Amends acts of 1909, chapter 514, section 59.] Section 59. The school record required by section sixteen of this act shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof. It shall state the number of weeks during which such child has attended school during the twelve months next preceding the time of application for said school record. It shall also give the name, date of birth, and the residence of the child as shown on the records of the school and the name of the parent, guardian or custodian. In case it is found to be impossible to obtain said school record from the principal or teacher in charge of the school which such child last attended, the requirement of a school record may be waived.

No such school record shall be issued or accepted and no employment certificate shall be granted unless the child possesses the educational qualifications enumerated in section one of chapter forty-four of the Revised Laws as amended by section one of this act.

No such school record shall be issued or accepted unless the child has regularly attended the public schools or other lawfully approved schools for not less than one hundred and thirty days after becoming thirteen years of age: provided, however, that the school record may be accepted in the case of a person who has been an attendant at a public day school or other lawfully approved school for a period

of not less than seven years, if in the opinion of said superintendent such person is mentally incapable of acquiring the educational qualifications herein prescribed.

[An age or schooling certificate shall not be approved unless satisfactory evidence is furnished by a certificate of birth or baptism of such minor, or by the register of birth of such minor with a city or town clerk, that such minor is of the age stated in the certificate, except that other evidence, under oath, may be accepted in the case the superintendent or person authorized by the school committee, as provided in the preceding section, decides that neither the certificate of birth or baptism, nor the register of birth is available for the purpose. The certificate of the superintendent of the Lyman School for boys or of the State industrial school for girls given to a child who has been an inmate of such school, shall be sufficient evidence as to the age and ability to read at sight and to write legibly simple sentences in the English language.]

SECTION 18. . . . [Amends acts of 1909, chapter 514, section 60, as amended by acts of 1910, chapter 257, section 4.] *Section 60. The employment certificate required by this act shall state the name, sex, date and place of birth and the place of residence of the child and describe the color of the hair and eyes and any distinguishing facial marks of the child. It shall certify that the child named in such certificate has personally appeared before the person issuing the certificate and has been examined and found to possess the educational qualifications enumerated in section one of chapter forty-four of the Revised Laws, as amended by section one of this act, and that all the papers required by section fifty-eight have been duly examined, approved and filed and that all the conditions and requirements for issuing an employment certificate have been fulfilled. It shall state the grade last completed by said child. Every such certificate shall be signed in the presence of the person issuing the same by the child in whose name it is issued. It shall state the name of the employer for whom, and the nature of the employment in which, the certificate authorizes the child to be employed. It shall bear a number, show the date of its issue and shall be signed by the person issuing it. No fee shall be exacted for an employment certificate or for any of the papers required by this act. Duplicate employment certificates shall not be issued until it shall appear to the satisfaction of the person authorized to issue certificates that the original certificate has been lost. A record giving all the facts contained on every employment certificate issued shall be filed in the office issuing the same, together with the papers required by section fifty-eight as amended. A record shall also be kept of the names and addresses of all children to whom certificates have been refused, together with the names of the schools which said children should attend and the reasons for refusal. All the aforesaid records and papers shall be preserved until such children, if living, shall have become sixteen years of age. Such records and statistics concerning the issuance of employment certificates as may be prescribed by the board of education shall be kept and shall be open to the inspection of said board, its officers or agents. The blank certificates and other papers required in connection with the issuing of employment certificates and educational certificates under this act shall be designed by and furnished to the local school committees by the state board of labor and industries after conference with the board of education, and the approval of the forms thereof by the attorney-general. Said certificates and papers may bear such further and explanatory matter as may be*

needed to facilitate the enforcement of this act or to comply with future legislative requirements.

[The age and schooling certificate of a minor under sixteen years of age shall not be approved and signed until he presents to the person who is authorized to approve and sign it an employment ticket duly filled out and signed. A duplicate of each age and schooling certificate shall be filled out and shall be kept on file by the school committee. Any explanatory matter may, in the discretion of the school committee or superintendent of schools, be printed with such certificate. The employment ticket and the age and schooling certificate shall be separately printed and shall be filled out, signed and held or surrendered as indicated in the following forms:—

Employment Ticket, St. 1909, c. , § .

When [name of minor] , height [feet and inches] , complexion [fair or dark] , hair [color] , presents an age and schooling certificate duly signed, I intend to employ [him or her].

(Signature of intending employer or agent.)

(Town or city and date.)

Age and Schooling Certificate, St. 1909, c. , § .

This certifies that I am the [father, mother, guardian or custodian] of [name of minor], and that [he or she] was born at [name of city or town], in the county of [name of county, if known], and state [or country] of , on the [day and year of birth], and is now [number of years and months] old.

[Signature of father, mother, guardian, or custodian.]

[City or town and date.]

Then personally appeared before me the above named [name of persons signing], and made oath that the foregoing certificate by [him or her] signed is true to the best of [his or her] knowledge and belief. I hereby approve the foregoing certificate of [name of minor], height [feet and inches], complexion [fair or dark], hair [color], having no sufficient reason to doubt that [he or she] is of the age therein certified. I hereby certify and am satisfied that [he or she] can read at sight and can write legibly simple sentences in the English language. I further certify that in my opinion [or in the opinion of , the physician by whom said minor has been examined in accordance with section fifty-eight of the above chapter] he [or she] is in sufficiently sound health and physically able to perform the work he [or she] intends to do.

This certificate belongs to [name of minor in whose behalf it is drawn], and is to be surrendered to [him or her] whenever [he or she] leaves the service of the corporation or employer holding the same; but if not claimed by said minor within thirty days after such time, it shall be returned to the superintendent of schools, or, if there is no superintendent of schools, to the school committee.

[Signature of person authorized to approve and sign, with official character or authority.]

[City or town and date.]

In the case of a minor who cannot read at sight and write legibly simple sentences in the English language, the certificate shall continue as follows, after the work "language":—

I hereby certify that [he or she] is regularly attending the [name] public

evening school. This certificate shall continue in force only so long as the regular attendance of said minor at the evening school is endorsed weekly by a teacher thereof.

Whoever, being authorized to sign the foregoing certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not more than fifty dollars.]

SECTION 19. . . . [Amends acts of 1909, chapter 514, section 61, as amended by acts of 1910, chapter 249.] *Section 61.* Whoever employs a [minor] *person* under the age of sixteen years, and whoever procures or, having under his control a [minor] *person* under [such] *sixteen years of age*, permits such [minor] *person* to be employed in violation of the provisions of sections fifty-six [and] *or* fifty-seven of this act, shall for each offence be punished by a fine of not *less than ten dollars nor* more than [three hundred] *fifty* dollars, or by imprisonment for not more than [six months,] *thirty days*; [or by both such fine and imprisonment;] and whoever continues to employ a [minor] *person under sixteen years of age* in violation of the provisions of either of said sections, after being notified thereof by a [truant] *school attendance* officer or by an inspector [of factories and public buildings,] *appointed by the state board of labor and industries*, shall for every day thereafter while such employment continues be punished by a fine of not less than [twenty] *fifty* nor more than [one] *two* hundred dollars, or by imprisonment for not more than [six months] *sixty days*; and whoever forges, or procures to be forged, or assists in forging a certificate of birth *or other evidence of the age of such [minor] person*, and whoever presents or assists in presenting a forged certificate *or evidence of birth* to [a school committee] *the superintendent of schools* or to [the] *a person authorized by law to [receive] issue certificates*, for the purpose of fraudulently obtaining the [school] *employment* certificate [mentioned in section sixty] *required by this act*, shall be punished by a fine of not less than [one hundred] *ten* nor more than five hundred dollars, or by imprisonment for not [less than three months nor] more than one year, or by both such fine and imprisonment. *Whoever, being authorized to sign an employment certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not less than ten nor more than two hundred dollars.*

SECTION 20. . . . [Amends acts of 1909, chapter 514, section 62.] *Section 62.* *Attendance* [Truant] officers may visit the factories, workshops, *manufacturing, mechanical* and mercantile establishments, *theatres, and places of public exhibition* in their several cities and towns and ascertain whether any [minors] *children* are employed therein contrary to the provisions of this act and shall report *in writing* any cases of such illegal employment to *the superintendent of schools* or the school committee and to the [chief of the district police or to the inspector of factories and public buildings.] *state board of labor and industries or its authorized officers or agents.* Inspectors [of factories and public buildings] *appointed by the state board of labor and industries* shall visit all factories, workshops, *manufacturing, mechanical* and mercantile establishments within their respective districts, and ascertain whether any [minors] *children* are employed therein contrary to the provisions of this act, and shall enter complaint against [whoever] *whomever* is found to have violated any of said provisions. An inspector [of factories and

public buildings] who knowingly [and] or wilfully violates any provision of this section may be punished by a fine of not more than one hundred dollars.

SECTION 21. . . . [Amends acts of 1909, chapter 514, section 63.] *Section 63. An attendance [A truant] officer [may] shall apprehend and take to school, without a warrant, any [minor] child under the age of [sixteen] twenty-one years who is employed in any factory, workshop, manufacturing, mechanical or mercantile establishment in violation of the provisions of [sections fifty-six or fifty-seven of] this act, or who is employed in any theatre or place of public exhibition contrary to the provisions of this act, and such [truant] attendance officer shall forthwith report to the police, district or municipal court or trial justice within whose judicial district the illegal employment occurs, the evidence in his possession relating to the illegal employment of any child so apprehended, and shall make complaint against whomever the court or trial justice may direct. An attendance [A truant] officer who knowingly and wilfully violates any provision of this section may be punished by a fine of not more than one hundred dollars for each offence.*

SECTION 22. . . . [Amends acts of 1909, chapter 514, section 64.] *Section 64. Inspectors [of factories and public buildings,] appointed by the state board of labor and industries, agents of the Board of Education and [truant] attendance officers may require that the [age and schooling] employment or educational certificates and lists of [minors] children who are employed in factories, workshops, manufacturing, mechanical or mercantile establishments shall be produced for their inspection. A failure to produce to [an Inspector of factories and public buildings or to a truant officer] any person authorized by this section who requests the same an [age and schooling] employment or educational certificate or list required by law shall be prima facie evidence of the illegal employment of any person whose [age and schooling] certificate is not produced or whose name is not so listed. A corporation or other employer, or any agent or officer thereof, who retains an [age and schooling] employment or educational certificate in violation of the provisions of [said certificate] this act shall be punished by a fine of not less than ten nor more than one hundred dollars.*

SECTION 23. . . . [Amends acts of 1909, chapter 514, section 66.] *Section 66. No child who is over sixteen and under twenty-one years of age shall be employed in a factory, workshop, manufacturing, mechanical or mercantile establishment unless his employer procures and keeps on file an educational certificate showing the age of the child and his ability or inability to read and write as hereinafter provided. Such certificates shall be issued by the person authorized by this act to issue employment certificates.*

The person authorized to issue such educational certificates shall, so far as is practicable, require the proof of age stated in section fifty-eight. He shall examine the child and certify whether or not he possesses the educational qualifications enumerated in section one of chapter forty-four of the Revised Laws, as amended. Every such certificate shall be signed in the presence of the person issuing the same by the child in whose name it is issued.

Every employer of such children shall keep their educational certificates accessible to any officer authorized to enforce the provisions of this act and shall return said certificates to the office from which they were issued within two days after the

date of the termination of the employment of said children. If the educational certificate of any child who is over sixteen and under twenty-one years of age fails to show that said child possesses the educational qualifications enumerated in section one of chapter forty-four of the Revised Laws, as amended, then no person shall employ such child while a public evening school is maintained in the city or town in which the child resides, unless such child is a regular attendant at such evening school or at a day school, and presents to his employer each week a school record of such attendance.

[While a public evening school is maintained in the city or town in which any minor resides who is over fourteen years of age and who does not have a certificate signed by the superintendent of schools, or by the school committee, or by some person acting under authority thereof, certifying to his ability to read at sight and write legibly simple sentences in the English language, no person shall employ him, and no parent, guardian or custodian shall permit him to be employed unless he is a regular attendant at such evening school or at a day school; but, upon presentation by him of a certificate signed by a registered practising physician and satisfactory to the superintendent of schools, or, if there is no such superintendent, to the school committee, showing that his physical condition would render such attendance in addition to daily labor prejudicial to his health, said superintendent or school committee shall issue a permit authorizing his employment for such period as said superintendent or school committee may determine. Said superintendent or school committee, or teachers acting under authority thereof, may excuse any absence from such evening school which arises from justifiable cause. Any minor not holding such certificate shall furnish to his employer a record of his school attendance each week while the evening school is in session, and] When [said] such record shows unexcused absences, [from the sessions, his] such attendance shall be deemed to be irregular [according to this act] and insufficient. The person authorized to issue educational certificates, or teachers acting under his authority, may, however, excuse justifiable absence. Whoever employs a [minor] child in violation of the provisions of this section shall forfeit not more than one hundred dollars for each offence, to the use of the evening schools of such city or town. A parent, guardian or custodian who permits a [minor under his control] child to be employed in violation of the provisions of this section shall forfeit not more than twenty dollars, to the use of the evening schools of such city or town.

SECTION 24. *Nothing in this act shall be construed to prevent children of any age from receiving manual training or industrial education in, or in connection with, any school in this commonwealth: provided, that the same has been duly approved by the local school committee or by the board of education.*

SECTION 25. *Chapter three hundred and eighty-nine of the acts of the year nineteen hundred and six and chapter three hundred and ten of the acts of the year nineteen hundred and eleven and all acts and parts of acts inconsistent with the provisions of this act are hereby repealed.*

SECTION 26. This act shall take effect on the first day of September, nineteen hundred and thirteen. [Approved June 13, 1913.]

CHAPTER 784.

AN ACT TO CHANGE THE NAME, ENLARGE THE MEMBERSHIP AND INCREASE THE POWERS OF THE BOARD OF RAILROAD COMMISSIONERS.

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[SIZE OF TRAIN CREWS.]

SECTION 24. Whenever the [public service] commission shall be of opinion, after a hearing had upon its own motion or upon complaint, that the number of men forming a train crew of any train operating in the commonwealth is not sufficient to operate said train for the safety of the public and the employees of the railroad, it shall thereupon order such changes as it may deem necessary.

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(This bill, returned by the governor to the house of representatives, the branch in which it originated, with his objections thereto, was passed by the house of representatives June 13, and, in concurrence, by the Senate June 13, the objections of the governor notwithstanding, in the manner prescribed by the Constitution, and thereby has the "force of a law".)

CHAPTER 786.

AN ACT RELATIVE TO TENEMENT HOUSES IN CITIES.¹

PART I.

GENERAL PROVISIONS.

SHORT TITLE.

SECTION 1. This act shall be known as the tenement house act for cities.

DEFINITIONS.

SECTION 2. Certain words in this act are defined for the purposes thereof as follows: — Words used in the present tense include the future; words in the masculine gender include the feminine and neuter; the singular number includes the plural and the plural the singular; the word "person" includes a corporation as well as a natural person.

(1) A "tenement house" is any house or building, or part thereof, which is rented, leased, let or hired out, to be occupied, or is occupied, or is intended, arranged or designed to be occupied as the home or residence of two or more families, which families may consist of one or more persons, living independently of each other and doing their cooking on the premises, and having a common right in the halls, stairways, yard, courts, cellar, sinks, water-closets or privies, or any of them. Where the occupants of dwelling houses contiguous and vertically divided, each occupied or intended, arranged or designed to be occupied as the home or residence of one family or more, have a common right in or use in com-

¹ The "act relative to tenement houses in towns," acts of 1912, chapter 635, may be found on pages 205-224, *post.*

mon the halls, stairways, yards, cellars, sinks, water-closets or privies, or any of them, such dwelling houses shall be deemed to be tenement houses and shall be subject to all the provisions of this act.

(2) A "yard" is an open unoccupied space on the same lot with a tenement house between the extreme rear line of the house and the extreme rear line of the lot. A "front yard" is an open unoccupied space between the front line of the house and the front line of the lot. A "side yard" is an open unoccupied space between the side line of the main part of the house and the side line of the lot and shall be deemed an outer court on the lot line.

(3) A "court" is an open unoccupied space, other than a yard or front yard, on the same lot with a tenement house. A court which extends to the street, yard, front yard, or side yard is an "outer court." A court not thus extending is an "inner court."

(4) The "first story" of a building shall be deemed to be the lowest story, the ceiling of which is six feet or more above both the level of the curb and the level of the adjacent ground. In determining the height of any building by stories, the stories thereof beginning with such first story shall be numbered upward.

(5) A "half story" or attic is any story included in the roof, the cubic contents of which, exclusive of cockloft or blind attic not exceeding three feet in height at the highest point, is not more than sixty per cent of the cubic contents of the first story.

(6) A "basement" is a story partly underground but having not less than one half of its height above the level of the curb, and also having one half its height in every part above the level of the adjoining ground.

(7) A "cellar" is a story more than one half below the level of the curb or the adjoining ground.

(8) An "alcove" is any part of a room partitioned off by fixed or moveable partitions of any material, by curtains or portieres or by other contrivance or device, and intended or designed to be used for living purposes.

(9) A "public hall" is a hall, corridor or passageway not within an apartment.

(10) A "stair hall" includes the stairs, stair landings, and those parts of the public halls through which it is necessary to pass in going from the entrance floor to the roof.

(11) "First-class construction." A tenement house of first-class construction is one constructed of fireproof material throughout, with floors built of steel or reinforced concrete beams, filled in between with terra cotta or other masonry arches or with concrete or reinforced concrete slabs; wood may be used only for under and upper floors, windows and door frames, sashes, doors, interior finish, hand-rails for stairs, necessary sleepers bedded in the cement, and for isolated furrings bedded in mortar. There shall be no air space between the top of any floor arches and the floor boarding.

"Second-class construction." A tenement house of second-class construction is one of which the exterior and party walls are fireproof and conform to the requirements of first-class construction as defined by law or by ordinances of the city in which it is situated.

"Third-class construction." A tenement house of third-class construction is

one of which the exterior walls or parts thereof are of combustible material and do not conform to the requirements of first-class construction.

(12) The word "nuisance" shall be held to embrace all public nuisances as known at common law or in equity jurisprudence; and it is further enacted that whatever is dangerous to human life or detrimental to health, whatever building or erection, or part or cellar thereof, is overcrowded with occupants, or is not provided with adequate ingress or egress to and from the same or the apartments thereof, or is not sufficiently supported, ventilated, sewerred, drained, cleaned or lighted, in reference to its or their intended or actual use; and whatever renders the air or human food or drink unwholesome, are also severally in contemplation of this act, nuisances; and all such nuisances are hereby declared unlawful.

(13) The word "shall" is always mandatory and not directory, and denotes that the house shall be maintained in all respects according to the mandate so long as it continues to be a tenement house.

(14) Whenever the words "charter", "ordinances", "regulations", "building department", "building inspector", "health department", "board of health", "department charged with the enforcement of this act", "corporation counsel", "city solicitor", "city treasury" or "fire limits" occur in this act they shall be construed as if followed by the words, "of the city in which the tenement house is situated." Wherever the words "is occupied" are used in this act applying to any building such words shall be construed as if followed by the words, "or is intended, arranged or designed to be occupied." Whenever the word "street" is used in this act, it shall be construed as including any right of way dedicated to public use, any public alley, or railroad right of way sixteen feet or more in width, any cemetery or public park.

(15) The "height" of a tenement house is the perpendicular distance measured in a straight line from the curb level, or from the finished grade line of the lot where such grade is higher than the curb, to the mean height above the eaves of any sloping roof, and to the highest point of the roof beams in the case of flat roofs, except that in the case of flat roofs a parapet exceeding three feet in height shall be considered a part of the height of the building, the measurements in all cases to be taken through the centre of the street front of the house. Where a building is on a corner lot and there is more than one grade or curb level, the measurements shall be taken through the centre of the front on the street having the lowest elevation.

(16) "Occupied spaces." Porches, platforms except those on the first story when the basement is not occupied or designed or intended to be occupied for habitation, outside stairways, excepting fire escapes and steps leading to the first story, shall be considered as part of the building and not as part of the yard or courts or unoccupied areas.

(17) A "lot" is the plot of ground covered by and adjacent to a tenement house or a dwelling house and devoted exclusively to the purposes of such house, as shown by the plan of such lot furnished to the building department pursuant to section eighty-four of this act. A "corner lot" is a lot situated at the junction or intersection of two streets each not less than sixteen feet in width, but any lot the outer angle of which is over one hundred and twenty-five degrees shall not be considered a corner lot. Any portion of the width of the front of such lot distant

more than fifty feet and any portion of the depth of such lot distant more than one hundred feet from such a junction or intersection shall not be regarded as part of a corner lot, but shall be subject to the provisions of this act respecting interior lots.

(18) An "interior lot" is any other lot than a corner lot.

(19) The front of a lot is that boundary line which borders on the street. In the case of a corner lot the owner may elect by statement on his plans either street boundary line as the front. The rear of a lot is the side opposite to the front. In the case of a corner lot with streets on three sides, or of a triangular or irregularly shaped lot abutting on two streets at their junction or intersection the rear shall be a side not bordering on a street.

BUILDINGS CONVERTED OR ALTERED.

SECTION 3. A building not a tenement house, if hereafter converted or altered to such use, shall thereupon become subject to all the provisions of this act affecting tenement houses hereafter erected.

ALTERATIONS AND CHANGE IN OCCUPANCY.

SECTION 4. No tenement house hereafter erected shall at any time be altered so as to be in violation of any provision of this act. If any tenement house or any part thereof is occupied by a number of families in excess of the number specified in this act, or is erected or altered or occupied contrary to law, such tenement house shall be deemed an unlawful structure, and the board of health may cause such building to be vacated; and it shall not again be occupied until it or its occupation, as the case may be, has been made to conform to the law, and a permit is obtained in writing from the board of health.

LAW NOT TO BE MODIFIED.

SECTION 5. This act shall be held to provide the minimum requirements adopted for the protection of the health and safety of the community. Nothing in this act contained shall be construed as prohibiting any city from enacting from time to time supplementary ordinances imposing further restrictions, but no city authority shall have power to minimize, avoid or repeal any provision of this act.

SEWER CONNECTION AND WATER SUPPLY.

SECTION 6. The provisions of this act with reference to sewer connection and water supply shall be deemed to apply only where connection with a sewer and with a water main is or becomes accessible. The questions of the practicability of such sewer and water connections shall be decided by the local board of health, or by the state board of health upon request of the local board.

STATE BOARD OF HEALTH.

SECTION 7. The state board of health shall have power to examine into the enforcement of the laws relating to tenement houses in any city. Whenever so required by the governor, it shall make such an examination and shall report the result thereof to the governor within the time prescribed by him.

TIME FOR COMPLIANCE.

SECTION 8. All improvements specifically required by this act upon tenement houses erected prior to the date of its acceptance by a city shall be made within one year from said date, or at such earlier period as may be fixed by the building inspector.

PART II.

TITLE 1. LIGHT AND VENTILATION.

DISTANCE FROM SIDE LOT LINE.

SECTION 9. No tenement house of third-class construction shall hereafter be erected, enlarged or placed with the side walls, bay windows or other projections, except cornices, belt courses and window sills, nearer than five feet to the line of any adjoining lot, nor shall any lot upon which such a tenement house stands be so changed in size as to bring the side walls or bay windows or other projections except as aforesaid nearer than five feet to the line of any adjoining lot. But any such tenement house may be constructed to the lot line if protected by a fire wall as provided in section forty-six.

If the side walls of any tenement house of first or second-class construction are built to the lot line there shall be no windows or any other openings in such walls.

HEIGHT.

SECTION 10. No tenement house hereafter erected shall have more than one legally habitable story for each full ten feet of the width of the street, unless such house be set back from the street a distance equal to the excess of its height over that permitted at the street line. On a corner lot the height shall be governed by the width of the wider street, as above, but this height shall not extend along the narrower street a distance greater than twice the width of said street.

YARDS.

SECTION 11. Behind every tenement house hereafter erected there shall be a yard extending across the entire width of the lot and at every point open from the ground to the sky unobstructed, except as hereinafter provided. Every part of such yard shall be directly accessible from every other part thereof. The depth of said yard shall be measured from the extreme rear of the house toward the rear line of the lot. Where the rear of the lot abuts on a public alley or right of way dedicated to public use for the full width of the lot, the depth of the lot may be measured to the middle line of such alley or right of way; where there is no such alley or right of way the measurements shall be taken to the rear lot line. If the tenement house is three stories or less in height the depth of the yard in the case of interior lots shall be not less than fifteen feet, and the depth of the yard in the rear of corner lots shall be not less than ten feet. If the tenement house exceeds three stories in height, the depths above prescribed in the case of interior lots shall be increased five feet and in the case of corner lots shall be increased two feet for each story above three stories. When a lot upon which a tenement house is built is bounded on every side by a street the yard may be omitted.

COURTS.

SECTION 12. The sizes of all courts in tenement houses hereafter erected shall be proportionate to the height of the building. No court shall be less in any part than the minimum sizes prescribed in this section. The minimum width of a court for a two story building shall be ten feet, and the width shall increase two feet for each additional story. The length of an inner court shall never be less than twice the minimum width prescribed by this section. The length of an outer court shall never be greater than twice its minimum width unless provided at the inner end with an air intake at the bottom, as prescribed in section fourteen, which shall communicate directly with the street or yard or front yard.

The minimum width for an outer court on the lot line extending from the street or front yard to the yard shall be ten feet for a three story building, and the width shall increase one foot for each additional story.

COURTS OPEN AT TOP.

SECTION 13. No court of a tenement house hereafter erected shall be covered by a roof or skylight, but every court shall be at every point open from the ground to the sky unobstructed.

AIR INTAKES.

SECTION 14. In every tenement house hereafter erected, four stories or under in height, every inner court shall be provided with one or more horizontal air intakes at the bottom. Such intakes shall communicate directly with the street, front yard or yard, and shall consist of a fireproof passageway not less than three feet wide and seven feet high which shall be left open, or be provided with an open-work gate at each end, and such gate shall not be covered over in any way either by glass or any other material. If the tenement house is over four stories in height there shall be two or more such intakes, one communicating with the street or front yard and one with the yard.

EXTENSIONS OR OFFSETS TO COURTS.

SECTION 15. Extensions or offsets to courts in tenement houses hereafter erected are permitted for the purpose of lighting bathrooms, water-closets and corridors only, but no such extension or offset shall be less than six feet in width in any part; its depth may be less than but never greater than its width. Such dimensions shall be deemed the minimum dimensions for a two story house, and shall increase one foot for each story above two stories.

ANGLES IN COURTS.

SECTION 16. Nothing contained in the foregoing sections concerning courts shall be construed as prohibiting the building of walls across the angles of said courts to contain windows: *provided*, that the running length of the wall containing such windows does not exceed six feet.

BUILDING ON SAME LOT WITH TENEMENT HOUSES.

SECTION 17. If any building is hereafter placed on the same lot with a tenement house there shall always be maintained between the said buildings an open unoccupied space extending upward from the ground and extending across the entire width of the lot. Such space shall never be less than twenty-five feet in depth and where either building exceeds three stories in height the depth of such open space shall be increased five feet for each story above three stories. And no building of any kind shall hereafter be placed upon the same lot with a tenement house so as to diminish the minimum size of courts or yards as hereinbefore prescribed, except that where an alley not less than ten feet wide abuts the rear of the lot, a rear building, if not used for tenement house or stable or manufacturing purposes, may be built up to the rear line of the lot: *provided*, that it does not exceed one story in height and that the space between it and the front building is maintained as required by this section. And if any tenement house is hereafter erected upon any lot upon which there is already another building, it shall comply with all the provisions of this act, and, in addition, the space between the said building and the said tenement house shall be of such size and arranged in such manner as is prescribed in this section, the height of the highest building on the lot to regulate the dimensions.

REAR TENEMENTS.

SECTION 18. No tenement house shall hereafter be erected upon the rear of a lot where there is a building on the front of the said lot, nor upon the front of any such lot upon the rear of which there is a tenement house or stable or building used for manufacturing purposes. This provision shall not apply to tenement houses abutting on two streets and situated on the outside corner of the lot.

ROOMS, LIGHTING AND VENTILATION OF.

SECTION 19. In every tenement house hereafter erected every apartment shall have at least one room with a window opening directly upon the street or the yard, and every room in such tenement house shall have at least one window opening directly upon the street or upon a yard or court of the dimensions specified in this act, except that kitchenettes, pantries, water-closet compartments and bathrooms may have such window opening upon an offset to a court, as provided in section fifteen, and such window shall be so located as properly to light all parts of such rooms.

WINDOWS IN ROOMS.

SECTION 20. In every tenement house hereafter erected the total area of the windows between stop beads in each room, including kitchenettes, water-closet compartments and bathrooms, shall be at least one seventh of the floor area of the room, and the top of at least one window shall be not less than seven feet six inches above the floor, and the upper half of it shall be made so as to open the full width. No such room shall have less than twelve square feet of window area measured between stop beads, except that in kitchenettes, water-closet compartments and bathrooms such windows shall be not less than six square feet in area between stop beads.

ROOMS, SIZE OF.

SECTION 21. In every tenement house hereafter erected there shall be in each apartment at least one room containing not less than one hundred and fifty square feet of floor area and every other room except kitchenettes, water-closet compartments and bathrooms shall contain not less than eighty-four square feet of floor area. All rooms shall be in every part not less than eight feet six inches from the finished floor to the finished ceiling, except that a half-story room need be eight feet six inches in height in but one half of its area.

ALCOVES AND ALCOVE ROOMS.

SECTION 22. In every tenement house hereafter erected an alcove in any room shall be separately lighted and ventilated as provided for rooms in the foregoing sections. No part of any room in a tenement house shall be enclosed or subdivided at any time, wholly or in part, by a curtain, portiere, fixed or movable partition or other contrivance or device so as to make an alcove unless the part of the room so enclosed or sub-divided shall contain a separate window, as herein required, and shall have a floor area of not less than eighty-four square feet.

PRIVACY.

SECTION 23. In every tenement house hereafter erected, in each apartment there shall be access to every living room and bedroom, and to at least one water-closet compartment without passing through a bedroom or bathroom or water-closet compartment.

PUBLIC HALLS, LIGHTING AND VENTILATION OF.

SECTION 24. In every tenement house hereafter erected, every public hall and stair hall shall have at each story at least one window opening directly upon the street or upon a yard or court of the dimensions specified in this chapter. Such window in a public hall shall be at the end of the hall with the natural direction of the light parallel to the hall's axis. Any part of a public hall which is in any way shut off from any other part of the hall shall be deemed a separate hall within the meaning of this section.

WINDOWS FOR PUBLIC AND STAIR HALLS, SIZES OF.

SECTION 25. In every tenement house hereafter erected the windows provided to light and ventilate each public hall and stair hall, or part thereof, shall contain not less than twelve square feet clear opening, measured between stop beads. The top of one such window shall be not less than seven feet six inches above the floor, and the upper half thereof shall be made so as to open the full width. A sash door shall be deemed the equivalent of a window in this and the foregoing section: *provided*, that said door contains a clear opening of the size prescribed for such windows. In every tenement house of three or more stories there shall be in the roof directly over each stair well a ridge ventilator having a minimum opening of forty square inches and with fixed or movable louvres.

TITLE 2. SANITATION.

BASEMENT AND CELLAR ROOMS.

SECTION 26. In tenement houses hereafter erected no room in the cellar or basement shall be constructed, altered, converted, or occupied for living purposes, unless, in addition to the other requirements of this act, all of the following conditions are complied with: In a cellar no room shall be so occupied unless it is in every part entirely above the finished grade of the adjoining land. Such occupied cellar shall be counted as a story in determining the size of courts and yard. In a basement no room shall be so occupied unless the ceiling in every part is at least four and one half feet above the curb level of the street in front of such room. Every such room shall be an integral part of an apartment containing a room opening directly upon the street or yard. There shall be appurtenant to every such apartment a separate water-closet, constructed and arranged as required by section thirty-one of this act. All walls surrounding such room, and the floor thereof, shall be damp proof.

CELLARS, DAMP PROOFING AND LIGHTING OF.

SECTION 27. Every tenement house hereafter erected shall have the cellar floor and the walls below the ground level damp proof. All cellars and basements in such tenement houses shall be properly lighted and ventilated in all their parts to the satisfaction of the board of health.

SPACES UNDER FLOORS.

SECTION 28. In any tenement house hereafter erected, under any part of which there is no cellar, the first story shall be at least two feet above the ground beneath and that adjacent thereto, and the space beneath such floor shall be kept free and clear and shall be enclosed to prevent the accumulation of rubbish, but provided with ample ventilation and adequate drainage.

DRAINAGE OF COURTS, AREAS AND YARDS.

SECTION 29. In every tenement house hereafter erected all courts, areas and yards shall be properly graded and drained and connected with the street sewer subject to the provisions of section six. And when necessary in order to keep such premises in a sanitary condition such courts, areas or yards, or such part thereof as the board of health shall order, shall be properly paved.

SINKS.

SECTION 30. In every tenement house hereafter erected there shall be provided in each apartment a proper sink.

WATER-CLOSETS.

SECTION 31. In every tenement house hereafter erected there shall be within each apartment a separate water-closet, located in a bathroom or in a separate compartment: *provided*, that where there are apartments of but one or two rooms

there shall be at least one water-closet for every two such apartments, and such water-closet shall not open into any apartment but shall be accessible through a public hall, and the door thereof shall be provided with lock and keys, and such compartment and water-closet shall comply in all other respects with the provisions of this act. Said compartment shall be not less than three feet wide, and shall be enclosed with brick, concrete, stone, tiled or plastered partitions which shall extend to the ceiling. No wooden sheathing or wainscotting shall be permitted. Every such compartment shall have a window opening directly upon the street or upon a yard or court of the minimum size prescribed by this act. Every water-closet compartment hereafter placed in any tenement house shall be provided with proper means of lighting the same at night. The floor of every such water-closet compartment shall be made waterproof with asphalt, tile, stone or some other non-absorbing waterproof material; and such waterproofing shall extend at least six inches above the floor so that the floor can be washed or flushed out without leaking. When the water-closet fixture is located in a bathroom the floor directly beneath the fixture and extending at least one foot beyond it in each direction shall be waterproofed as above provided. No drip trays shall be permitted. No water-closet fixtures shall be enclosed with any woodwork. No water-closet shall be placed out of doors nor in the cellar of any tenement house, except as provided in section twenty-six or as an appurtenance to an engine or boiler room or laundry and then only in case such cellar closet is lighted and ventilated as required herein for a basement room.

PLUMBING.

SECTION 32. In every tenement house hereafter erected plumbing fixtures shall not be enclosed with woodwork. All plumbing pipes shall be exposed, except as may otherwise be permitted by the board of health. Wherever plumbing or other pipes pass through floors or partitions they shall pass through metal bushings or casings extending entirely through the floor or partition, and the inner diameter of such bushing or casing shall in no case exceed the outer diameter of such pipe by more than one thirty-second of one inch, and such bushings or casings shall be so set in floors or partitions as to be externally air tight. All plumbing work shall be sanitary in every particular and except as otherwise specified in this act shall be in accordance with the local plumbing regulations. Pan and long hopper closets are hereby prohibited.

WATER CONNECTIONS.

SECTION 33. In every tenement house hereafter erected all sinks and water-closets shall be provided with an adequate supply of running water as approved by the board of health.

PRIVIES AND PRIVY VAULTS.

SECTION 34. No privy or privy vault shall be permitted on the same lot with any tenement house hereafter erected.

TITLE 3. FIRE PROTECTION.

CONSTRUCTION REQUIRED.

SECTION 35. No tenement house of third-class construction shall hereafter be erected exceeding two and one half stories in height in any part, nor shall it be occupied, nor intended, arranged or designed to be occupied, by more than two families. No tenement house of second-class construction shall hereafter be erected exceeding four stories in height, nor shall it exceed twenty-five hundred square feet in superficial area between fire walls. Any tenement house hereafter erected which exceeds four stories in height shall be of first-class construction. A basement or cellar the ceiling of which extends more than three feet above the curb level shall be a story within the meaning of this section.

FIRE ESCAPES.

SECTION 36. In every tenement house hereafter erected which shall exceed two and one half stories in height in any part, there shall be one or more fire escapes located and constructed as provided in this section.

Such fire escape shall be so located as to permit of unobstructed egress from every apartment on each floor above the ground floor, and in no case shall such egress be through any bathroom, water-closet, storage room, or public hall, nor shall any opening giving egress to any fire escape be smaller in size than the minimum provided for windows by section twenty-five of this act.

No fire escape shall be placed within or open upon any inner court unless such court shall be at least twenty-four feet in size in its least dimension, and unless the consent of the building department shall have been obtained for such location.

Fire escapes shall, at the option of the owner, be constructed after one of the methods hereinafter specified and described, viz.:

A — Of a wholly enclosed tower stairway, with an adjacent open-air vestibule at each floor.

Every such vestibule shall be constructed with brick, terra cotta or concrete walls not less than eight inches thick at any point, and shall have at least one of such enclosing walls formed by an outer wall of the building, and in such outer wall there shall be a permanent opening to the outer air, of an area not less than eighty per cent of the total area of such vestibule wall, and of a height not less than the clear story height. Such opening, if reaching to the floor of the vestibule, shall be provided with a railing of suitable height and strength. The floors of vestibules shall be constructed wholly of incombustible material.

If one apartment on each floor is to be served by this fire escape then one side wall (i.e., a wall at right angles to the outer wall) of each vestibule shall have an approved fire door giving egress from the adjacent apartment; or, if two apartments on any floor are to be served by this fire escape, then the vestibule at such floor must be so located as to provide unobstructed egress from each apartment by means of an approved fire door in each side wall of the vestibule. Such fire doors shall be not less than three feet in clear width nor less than six feet and six inches in clear minimum height, and shall not be secured or fastened except upon the apartment side, and then only by means of locking bars or other easily operated

device having no removable parts. If there are openings from basement or cellar floors into the vestibule they shall be provided with self-closing fire doors and there shall be a permanent opening in the outer wall, all as hereinbefore described.

On the side of each vestibule opposite the opening to the outer air shall be constructed an approved fire door giving access to the stairway tower. Every such door shall be of the size hereinbefore described, of self-closing pattern but without locks or other fastenings, and shall contain an upper lighting panel or panels of wire glass at least six feet in area. There shall be no openings into such a vestibule other than those hereinbefore described.

The stairway tower shall be not less than six feet six inches in clear width, and shall be constructed with walls of brick, terra cotta, or concrete not less than eight inches thick at any point. Such walls shall extend from the ground to a point not less than two feet above the roof, and shall be so constructed as to be impervious to smoke. There shall be no doorways or other openings of any kind in such walls except the doorways connecting with the above described vestibules, and excepting an egress doorway opening at the ground level, such egress door to open outwardly, and if secured to be fastened upon the inside only. No such ground level door shall be secured by means of sliding bolts, nor by a lock or other apparatus requiring a key or other similar removable device.

Within the stairway tower shall be provided a stairway with a landing at the level of each doorway, each landing to extend the full width of the shaft and to be at least six inches wider in clear width than the door opening thereon. Stairs and such intermediate landings as may be required shall be not less than three feet in width measured to the centre of balustrades, and shall be provided with balustrades and wall rails. Stairs shall be placed at an angle not exceeding forty-five degrees from the horizontal; treads to be not less than eight inches wide, and risers not to exceed nine inches in height. Winders shall not be permitted, nor shall there be less than three steps between any two landings. All such stairways, landings and balustrades shall be of incombustible material, except that wooden hand-rails and wall rails may be used.

Every such shaft shall be roofed and provided with a skylight not less than sixteen square feet in area, glazed with wire glass one fourth inch or more in thickness set in metal frame and sash, and shall also have placed centrally in such skylight a suitable ventilator of not less than two hundred and twenty-five square inches area.

The above described type of fire escape may at the option of the owner be used as a regular service stairway.

B — Of an enclosed tower stairway, similar to the above, except that access to the same shall be provided by means of an outside balcony in each story above the ground floor, instead of by means of the vestibules hereinbefore described. Such balconies shall be constructed wholly of incombustible material, shall be provided with well-braced balustrades of proper height on outer side and ends, and shall extend beyond at least one door or window opening into each adjacent apartment. All doors opening into the stairway tower shall be as described for type "A" fire escape.

C — Of an outside balcony or balconies at each floor above the first floor. Such balconies shall be constructed wholly of incombustible material approved

by the building department. They shall be not less than two feet in width at any point, and shall be provided with suitable balustrades and hand-rails on outer sides and ends.

Each balcony shall communicate with the balcony next below by permanent stairways placed at an angle of not more than forty-five degrees from the horizontal, treads shall not be less than eight inches wide nor shall risers exceed nine inches in height, and each stairway shall be provided with balustrades and hand-rails and shall measure in width not less than twenty-four inches measured from centres of hand-rails.

A counter-balanced stairway shall be provided extending from the lowest balcony to the ground, arranged to be lifted and supported when not in use in a manner satisfactory to and approved by the building inspector.

All such balconies shall extend to and include at least one floor or window in every apartment on every floor above the ground floor, exclusive of windows in bathrooms, water-closets, storage rooms or public halls.

Floors of all balconies required by this act and treads of stairs appurtenant to balconies and fire escapes shall be constructed of grating pattern, and shall have the bars separated by a clear space of not over one inch, and shall be so constructed as safely to sustain a live load of not less than seventy pounds to the square foot of floor area. Balconies, unless it is otherwise provided by existing building laws or regulations, may project into the public highway for a distance not greater than four feet beyond the established building line. In case of tenements with flat roof, the balconies on the upper floors shall, if required by the building department, be provided with stairs or a gooseneck ladder leading from such balcony to the roof and securely fastened thereto.

All balustrades in this section shall have vertical bars placed not more than six inches on centres.

All balconies forming part of or constituting fire escapes, and all appurtenances thereof, shall be subject to such supplementary regulations as are in force or as may hereafter be adopted by any city or by the building department thereof.

All doors opening upon fire escape balconies within six feet of the stairways shall be of self-closing fire-resisting pattern.

All windows opening upon fire escape balconies within six feet of the stairways shall be self-closing of wire glass set in metal frames and sash.

BULKHEADS AND SCUTTLES.

SECTION 37. Every tenement house hereafter erected exceeding two and one half stories in height and having a flat roof shall have in the roof a bulkhead or a scuttle not less than two feet by three feet in size. Such bulkhead or scuttle shall be covered with metal on the outside and shall be provided with stairs leading thereto and easily accessible to all tenants of the building. No bulkhead or scuttle shall be located in a closet or room, but shall be placed in the ceiling of the public hall on the top floor, and access through the same to the roof shall be direct and uninterrupted.

STAIRS AND PUBLIC HALLS.

SECTION 38. Every tenement house hereafter erected shall have at least one flight of stairs extending from the entrance floor to the top story. Every such

tenement house of third-class construction shall have at least two independent flights of stairs with separate entrances leading from the entrance floor to the top story, said flights of stairs being at two points as far apart as is possible in the opinion of the building department, and one of said flights of stairs may consist of outside, open stairs and balconies. In all cases said stairs shall be directly accessible from each apartment, without passing through any other apartment. All stairs and balconies and all public halls shall be at least three feet six inches wide in the clear. All stairs shall be constructed with a rise of not more than eight inches and with treads not less than nine inches wide. Winders shall not be permitted in any staircase.

FIREPROOF STAIRS AND STAIR HALLS.

SECTION 39. In every tenement house of second-class construction hereafter erected exceeding two and one half stories in height the stairs and stair halls shall be constructed of incombustible material throughout, except that treads may be of hard wood not less than one and three quarters inches thick. Wooden hand-rails shall be permitted. The floors of all such stair halls shall be constructed of incombustible material, and no wooden flooring or sleepers shall be permitted. All such stairs and stair halls shall be enclosed on all sides with brick, terra cotta or concrete walls not less than eight inches thick. There shall be no transom or sash opening from any such stair hall to any other part of the house. Each stair hall shall be shut off from all non-fireproof parts of the building, on each story, by self-closing fire doors, and if glass is used in such doors it shall be of wire glass in metal frames and sash.

ENTRANCE HALLS.

SECTION 40. Every entrance hall in a tenement house hereafter erected shall be at least four feet wide in the clear.

SHAFTS.

SECTION 41. In tenement houses hereafter erected all shafts shall be constructed of incombustible materials throughout, with self-closing fire doors at all openings at each story; and, if they extend to the cellar, shall also be enclosed in the cellar with incombustible walls and self-closing fire doors at all openings. In no case shall any shaft be constructed of materials in which any inflammable material or substance enters into any of the component parts. But nothing contained in this section shall be so construed as to require such enclosures about elevators or dumb-waiters in the well-hole of stairs where the stairs themselves are enclosed in brick or stone walls, and are entirely constructed of incombustible materials as herein-before provided.

FIRST TIER OF BEAMS.

SECTION 42. In every tenement house of second-class construction hereafter erected the cellar ceiling and the ceiling and side walls of the cellar stairs shall be plastered on metal lath, and the stairs shall be provided at the top with a self-closing fire door.

CLOSET UNDER FIRST STORY STAIRS.

SECTION 43. In tenement houses hereafter erected no closet of any kind shall be constructed under any staircase leading from the first story to the upper stories.

CELLAR ENTRANCE.

SECTION 44. In every tenement house hereafter erected there shall be an entrance to the cellar or other lowest story from the outside of the building.

PLASTER FINISH ABOUT CHIMNEYS.

SECTION 45. Whenever the plaster finish about any chimney is carried on furring, the furring strips shall be of metal, and only metal lathing shall be used.

All recesses about funnel holes shall be finished wholly with incombustible material at sides, top and bottom.

FIRE WALLS.

SECTION 46. Where non-fireproof tenement houses are built in the form of double houses or terraces or attached or semi-attached rows, there shall be a fire wall of brick, concrete or terra cotta or other hard incombustible material approved by the inspector of buildings, separating every such house from each adjoining house, and such wall shall have no openings therein, and shall extend from the floor of the basement or cellar to not less than one foot above the roof, and out to the boarding of the walls. No wooden beams shall be carried through the fire walls.

ROOFING MATERIALS.

SECTION 47. Every tenement house hereafter erected shall have the roof in all parts and the sides of all dormer windows covered with fire-resisting material satisfactory to the building inspector.

WOODEN TENEMENT HOUSES.

SECTION 48. In no wooden tenement house hereafter erected shall any story or part thereof above the second story be rented, leased, let or hired out to be occupied for housekeeping, nor shall it be intended, arranged or designed to be occupied for housekeeping, nor shall any provision be made for cooking nor shall any cooking be done above the second story.

PART III.

IMPROVEMENTS.

ROOMS, LIGHTING AND VENTILATING OF.

SECTION 49. No room or alcove in a tenement house erected prior to the acceptance of this act shall hereafter be occupied for living purposes unless it shall have a window with an area of not less than ten square feet between stop beads opening directly upon the street, or upon a yard not less than ten feet deep, or above the roof of an adjoining building, or upon a court of not less than thirty square feet in area, open to the sky without roof or skylight.

PUBLIC HALLS, LIGHTING AND VENTILATING OF.

SECTION 50. In every tenement house erected prior to the acceptance of this act, the public halls and stairs shall be provided with sufficient light to permit the reading of twelve point type in the daytime in any part thereof. Light and ventilation in such halls shall be from the outer air, except when in the opinion of the building inspector it is impracticable, in which case the lighting and ventilation shall be such as to meet the approval of the board of health.

All new skylights hereafter placed in such a house shall be provided with ridge ventilators having a minimum opening of forty square inches, and also with either fixed or movable louvres, or with movable sashes, and shall be of such size as may be determined to be practicable by the building inspector.

SINKS.

SECTION 51. In every tenement house erected prior to the acceptance of this act, the woodwork enclosing sinks placed in the public halls or stairs shall be removed and the spaces underneath shall be left open. The floors and wall surfaces beneath and around the sink shall be put in good order and repair, and if of wood shall be well painted with light-colored paint.

WATER-CLOSETS.

SECTION 52. In every tenement house erected prior to the acceptance of this act, the woodwork enclosing every water-closet fixture shall be removed, and the space underneath the seat shall be left open. The floor and other surfaces beneath and around the closet shall be put in good order and repair, and if of wood shall be well painted with light-colored paint.

PRIVY VAULTS, SCHOOL SINKS AND WATER-CLOSETS.

SECTION 53. In every tenement house erected prior to the acceptance of this act, where a connection with a sewer is possible, all cesspools, school sinks, privy vaults or other similar receptacles used to receive fecal matter, urine or sewage shall within one year after the acceptance of this act be completely removed and the places where they were located properly disinfected under the direction of the board of health. Such appliances shall be replaced by individual water-closets of durable non-absorbent material, properly sewer-connected, with individual traps and properly connected flush tanks providing an ample flush of water thoroughly to cleanse the bowl. Each water-closet shall be located inside the tenement house in a compartment completely separated from every other water-closet, and such compartment shall contain a window of not less than three square feet in area opening directly upon the street, or yard, or on a court of which the least dimension is not less than three feet and the area not less than fifteen square feet. The floors of the water-closet compartment shall be waterproof as provided in section thirty-one of this act. There shall be provided at least one water-closet for each apartment in every tenement house existing on the day when this act takes effect, unless, in the opinion of the building inspector, this shall be impracticable; but in no case shall there be less than one water-closet for every two apartments.

Such water-closets and all plumbing in connection therewith shall be sanitary in every respect, and, except as in this section otherwise provided, shall be in accordance with the laws, ordinances and regulations in relation to plumbing and drainage. Pan and long hopper closets shall not be permitted.

BASEMENTS AND CELLARS.

SECTION 54. Any part of a floor or wall below the adjoining grade, and in any case the lowest floor, shall be damp proof and, when necessary, shall be concreted with a finished surface. The cellar ceiling of every tenement house shall be plastered when so required by the building inspector, except where such ceiling is already well covered with a metal ceiling or where the first floor above the cellar is constructed of iron beams and fireproof filling.

SHAFTS AND COURTS.

SECTION 55. In every tenement house there shall be, at the bottom of every shaft and court, a door giving sufficient access to such shaft or court to enable it to be properly cleaned out: *provided*, that where there is already a window giving proper access to such shaft or court, such window shall be deemed sufficient.

FIRE ESCAPES.

SECTION 56. All non-fireproof tenement houses erected prior to the acceptance of this act which are three or more stories in height which do not have fireproof stairs and stair halls or adequate fire escapes as hereinafter required, except those of three stories which have two independent means of egress not directly connected with each other, approved in writing by the building inspector, and directly accessible to each apartment, shall be provided either with incombustible outside stairways or with incombustible fire escapes directly accessible to each apartment without passing through a public hall.

All fire escapes hereafter erected shall be located and constructed as prescribed in section thirty-six of this act.

No existing fire escape shall be deemed adequate unless the following conditions are complied with:—

(1) In every tenement house each apartment above the ground floor shall have a fire escape balcony directly accessible to it. All balconies shall be capable of sustaining a live load of seventy pounds per square foot.

(2) All balconies shall be properly connected with one other by adequate stairs or stationary ladders with openings not less than twenty-four by thirty-six inches, unless such balconies connect adjoining houses or adjoining parts of the same house separated from each other by a fire wall in which there are no openings except such as are protected by self-closing fire doors.

(3) All fire escapes shall have proper ladders from the lowest balcony of sufficient length to reach a safe landing place beneath.

(4) All fire escapes not on the street shall have a safe and adequate means of egress from the yard or court to the street or to adjoining premises.

(5) Prompt and ready access shall be had to all fire escapes, which shall not be obstructed in any way.

No existing fire escape shall be extended or have its location changed except with the written approval of the inspector of buildings.

MEANS OF EGRESS.

SECTION 57. Whenever a tenement house is not provided with sufficient fire escapes or with sufficient means of egress in case of fire, the building inspector shall order such additional fire escapes and other means of egress as may be necessary.

PART IV.

ALTERATIONS.

GENERAL PROVISIONS.

SECTION 58. No tenement house erected prior to the acceptance of this act shall at any time be altered so as to be in violation of the requirements of Part II, except as hereinafter provided.

(1) Any additional room or hall that is hereafter constructed or created in a tenement house shall comply in all respects with the provisions of Part II of this act, except that such rooms may be of the same height as the other rooms in the same story of the house.

(2) All shafts shall be constructed fireproof throughout; with fireproof self-closing doors at all openings, at each story; and, if they extend to the cellar, shall also be enclosed in the cellar with fireproof walls and fireproof self-closing doors at all openings. In no case shall any shaft be constructed of materials in which any inflammable material or substance enters into any of the component parts. But nothing contained in this section shall be so construed as to require such enclosures about elevators or dumb-waiters in the well-hole of stairs where the stairs themselves are enclosed in brick or stone walls, and are entirely constructed of fireproof materials as hereinbefore provided.

(3) No tenement house of third-class construction containing more than two apartments shall hereafter be enlarged or extended; except that a wooden extension not exceeding in total area seventy square feet may be added to an existing wooden tenement house, provided that such extension is used solely for bathrooms or water-closets.

PART V.

MAINTENANCE.

PUBLIC HALLS, LIGHTING OF, IN THE DAYTIME.

SECTION 59. In every tenement house where the public halls and stairs are not, in the opinion of the board of health, sufficiently lighted, the owner of the house shall keep a proper light burning in the hallway, near the stairs, upon each floor, as may be necessary, from sunrise to sunset.

PUBLIC HALLS, LIGHTING AT NIGHT.

SECTION 60. In every tenement house occupied by more than two families a proper light shall be kept burning by the owner in the public hallways, near the stairs, upon the entrance floor, and upon the second floor above the entrance floor

of the house, every night from sunset to sunrise throughout the year, and upon all other floors of the said house from sunset until ten o'clock in the evening.

WATER-CLOSETS IN CELLARS.

SECTION 61. No water-closet shall be permitted in the cellar of any tenement house, except as provided in sections twenty-six and thirty-one.

WATER-CLOSET ACCOMMODATIONS.

SECTION 62. In every tenement house existing prior to the acceptance of this act there shall be provided at least one water-closet for every two apartments.

BASEMENT AND CELLAR ROOMS.

SECTION 63. Hereafter in tenement houses erected prior to the acceptance of this act no room in the cellar shall be occupied for living purposes except as provided in section twenty-six. And no room in the basement of such houses shall be so occupied, unless all the following conditions are complied with:—Every such room shall be at least eight feet high in every part from the floor to the ceiling, and the ceiling in every part shall be at least four and one half feet above the curb level of the street or the level of the yard or court in front of such room. There shall be appurtenant to every such room the use of a water-closet. Every such room shall have a window opening, as provided in section fifty-one, of at least twelve square feet in size clear of the sash frame, and which shall open readily for purposes of ventilation. The lowest floor shall be waterproof and damp proof. Every such room shall have sufficient light and ventilation, shall be well drained and dry, and shall be fit for human habitation.

WATER-CLOSETS AND SINKS.

SECTION 64. In all tenement houses the floor or other surface beneath and around water-closets and sinks shall be maintained in good order and repair, and if of wood shall be kept well painted with light-colored paint.

REPAIRS.

SECTION 65. Every tenement house and all the parts thereof shall be kept in good repair, and the roof shall be kept so as not to leak, and all rain water shall so be drained and conveyed therefrom, as to prevent dampness in the walls, ceilings, yards or areas.

WATER SUPPLY.

SECTION 66. Every tenement house shall have water furnished in sufficient quantity at one or more places in each apartment. The owner shall provide proper and suitable tanks, pumps, or other appliances to receive and distribute an adequate and sufficient supply of water at each apartment in the said house, at all times of the year during all hours of the day and night. But a failure in the general supply of water furnished by the city authorities or from the freezing or bursting of pipes shall not be construed to be a failure on the part of such owner, provided that proper and suitable appliances to receive and distribute water have been provided in the said house.

CLEANLINESS OF BUILDINGS.

SECTION 67. The owner of every tenement house shall cause every part of such tenement house to be kept clean and free from any accumulation of dirt, filth and garbage or other refuse matter in or on the same, or in the cellars, halls, passages, rooms, areas, yards, courts, and spaces appurtenant thereto. The owner shall thoroughly cleanse every part of a tenement house, whenever ordered so to do by the board of health.

WALLS OF COURTS.

SECTION 68. The walls of all courts, except those opening on a street, unless built of a light-colored brick or stone, shall be thoroughly whitened by the owner or shall be painted a light color by him, and shall be so maintained. Such whitening or paint shall be renewed whenever necessary as may be required by the board of health.

WALLS AND CEILINGS OF ROOMS.

SECTION 69. In all tenement houses the board of health may require the walls and ceilings of every room that does not open directly on the street to be whitened or painted with white paint when necessary to improve the lighting of such room, and may require this to be renewed as often as may be necessary.

WALL PAPER.

SECTION 70. No wall paper shall be placed upon the wall or ceiling of any tenement house unless the wall or ceiling has been thoroughly cleaned.

RECEPTACLES FOR ASHES, GARBAGE AND RUBBISH.

SECTION 71. The owner of every tenement house shall provide and maintain therefor suitable, covered, water-tight receptacles for ashes, rubbish, garbage, refuse and other like matter.

PROHIBITED USES.

SECTION 72. No swine shall be kept in a tenement house, or on the same lot therewith. No horse, cow, calf, sheep, goat or fowl shall be kept in a tenement house, or on the same lot therewith within twenty-five feet of the tenement house. No tenement house, or the lot upon which it is situated, shall be used for the storage or handling of rags, nor as a place of public assemblage.

COMBUSTIBLE MATERIALS.

SECTION 73. No tenement house, and no part thereof, or of the lot upon which it is situated, shall be used as a place of storage, keeping or handling of any article dangerous or detrimental to life or health, nor for the storage, keeping or handling of feed, hay, straw, excelsior, cotton, paper stock, feathers, rags or other easily combustible articles.

BAKERIES AND FAT BOILING.

SECTION 74. No bakery and no place of business in which fat is boiled shall be maintained in any tenement house.

OTHER DANGEROUS BUSINESSES.

SECTION 75. There shall be no transom, window or door opening into a hall from any part of a tenement house where paint, oil, spirituous liquors or drugs are stored for the purpose of sale or otherwise.

JANITOR OR HOUSEKEEPER.

SECTION 76. For any tenement house in which the owner thereof does not reside, there shall be a janitor, housekeeper or other responsible person who shall have charge of the same if the board of health shall so require.

OVERCROWDING.

SECTION 77. If a room in a tenement house is overcrowded, the board of health may order the number of persons sleeping or living in said room to be so reduced that there shall not be less than four hundred cubic feet of air to each adult, and three hundred cubic feet of air to each child under twelve years of age occupying the room.

LODGERS.

SECTION 78. No tenement house, and no part thereof, shall be used for the letting of lodgings unless the person letting the same shall first file a notice in writing of the proposed letting in the office of the board of health, nor shall any person not a member of the family be taken to live within an apartment occupied by any family without such written notice.

It shall be the duty of the owner of a tenement house to see that the provisions of this section are at all times complied with, and a failure so to comply on the part of any tenant, after due and proper notice from the owner, shall be deemed sufficient cause for the summary eviction of such tenant and the cancellation of his lease.

REPAIRS TO BUILDINGS, ETC.

SECTION 79. Whenever any tenement house or building, structure, excavation, business pursuit, matter or thing, in or about a tenement house, or the lot on which it is situated, or the plumbing, sewerage, drainage, light or ventilation thereof, is, in the opinion of the board of health, in a condition or in effect dangerous or detrimental to life or health, the board may declare that the same, to the extent which it may specify, is a public nuisance, and may order the same to be removed, abated, suspended, altered or otherwise improved or purified, as the order shall specify. The board may also order or cause any tenement house or part thereof, or any excavation, building, structure, sewer, plumbing, pipe, passage, premises, ground, matter or thing, in or about a tenement house, or the lot on which it is situated, to be purified, cleansed, disinfected, removed, altered, repaired, or improved. If any order of the board is not complied with, within ten days after the service thereof, or within such longer or shorter time as the board may designate, then such order may be executed by said board through its officers, agents, employees or contractors.

INFECTED AND UNHABITABLE HOUSES TO BE VACATED.

SECTION 80. Whenever it shall be certified by an inspector or officer or agent of the board of health that a tenement house, or any part thereof, is infected with contagious disease, or that it is unfit for human habitation, or dangerous to life or health by reason of want of repair, or of defects in the drainage, plumbing, ventilation or the construction of the same, or by reason of the existence on the premises of a nuisance likely to cause sickness among the occupants of said house, the board may issue an order requiring all persons therein to vacate such house, or part thereof, within not less than twenty-four hours nor more than ten days, for the reasons to be mentioned in said order. In case such order is not complied with within the time specified, the board may cause said tenement house or part thereof to be vacated. The board whenever it is satisfied that the danger from said house or part thereof has ceased to exist, or that it is fit for human habitation, may revoke said order, or may extend the time within which to comply with the same.

FIRE ESCAPES.

SECTION 81. The owner of every tenement house shall keep all the fire escapes thereon in good order and repair, and whenever they become rusty shall have them properly painted with two coats of paint. No person shall at any time place any incumbrance of any kind before or upon any such fire escape.

SCUTTLES, BULKHEADS, LADDERS AND STAIRS.

SECTION 82. All scuttles and bulkheads, and all stairs or ladders leading thereto, shall be easily accessible to all tenants of the building, and kept free from incumbrance, and ready for use at all times. No scuttle and no bulkhead door shall at any time be locked with a key, but either may be fastened on the inside by movable bolts or hooks.

PART VI.

REQUIREMENTS AND REMEDIES.

SECTION 83. In a city which accepts the provisions of this act and in which the office of building inspector or a similar office does not exist, the mayor shall annually appoint an inspector of buildings.

PERMIT TO COMMENCE BUILDING.

SECTION 84. Before the construction or alteration of a tenement house, or the alteration or conversion of a building for use as a tenement house, is begun, and before the construction or alteration of any building or structure on the same lot with a tenement house, the owner shall submit to the building inspector a detailed statement in writing, verified by the affidavit of the person making the same, of the specifications for such tenement house or building, upon blanks or forms to be furnished by such inspector, and also full and complete copies of the plans of the work, together with a plan of the lot on which the same is or is to be situated, showing the location, character and size of all buildings thereon, and the exact dimensions of said lot together with its description by metes and bounds. The said

statement shall give in full the name and residence, by street and number, of the owner or owners of the tenement house or other building. If such construction, alteration or conversion is proposed to be made by any other person than the owner of the land in fee, the statement shall contain the full name and residence, by street and number, not only of the owner of the land, but of every person interested in the tenement house, either as owner, lessee or in any representative capacity. The affidavit shall allege that said specifications and plans are true and contain a correct description of such tenement house or other building, structure, lot and proposed work. The statements and affidavit herein provided for may be made by the owner, or by the person who proposes to make the construction, alteration or conversion, or by his agent. No person, however, shall be recognized as the agent of the owner, unless he shall file with the building inspector a written instrument, signed by the owner, designating him as such agent. Any false swearing in a material point in any such affidavit shall be deemed perjury. The said specifications, plans and statements shall be filed in the office of the building inspector and shall be public records, and no such specifications, plans or statements shall be removed from the said office. The building inspector shall cause all such plans and specifications to be examined.

If such plans and specifications conform to the provisions of law they shall be approved in writing by the building inspector, and he may from time to time approve changes in any plans and specifications, provided that the plans and specifications so altered are in conformity with law, but the building inspector shall not approve any plans or specifications or any changes in the same until the board of health has certified that the said plans and specifications conform to the law relative to light, ventilation and sanitation. The construction, alteration or conversion of such tenement house, building or structure or any part thereof, shall not be begun until the filing of the said specifications, plans and statements, and the approval thereof, as above provided. The construction, alteration or conversion of any such house, building or structure, shall be in accordance with the said approved specifications and plans. Any permit or approval which may be issued by the building inspector but under which no work has been done above the foundation walls within one year after the issuance of the permit or approval, shall expire by limitation. Said inspector shall have power to revoke or cancel any permit or approval in case of any failure or neglect to comply with any provision of this act, or in case any false statement or representation was made in any specifications, plans or statements submitted or filed for such permit or approval.

APPROVAL OF CONSTRUCTION.

SECTION 85. No building hereafter constructed as or altered into a tenement house shall be occupied in whole or in part for human habitation until the building conforms in all respects to the requirements of law. Upon notice of the completion of the construction, alteration or conversion of a tenement house, it shall be the duty of the building inspector and of the board of health to inspect the building forthwith and it shall not be occupied as a place of habitation unless it conforms to the requirements of this act.

PROCEDURE AND PENALTIES.

SECTION 86. Any court having jurisdiction in equity, or any justice thereof shall upon the application of the city solicitor, building inspector or the board of health of any city, have jurisdiction in equity to restrain the construction, alteration, repair, maintenance, use, or occupation of a building or other structure in violation of the provisions of this act and to order its removal or abatement as a nuisance, and to compel compliance with any provision of this act.

SECTION 87. A building or other structure which is erected, altered, maintained or used in violation of the provisions of this act shall be deemed a common nuisance without other proof thereof than proof of such unlawful construction, maintenance or use, and the board of health may, if such violation is of any section of this act relative to light, ventilation and sanitation, and the building inspector may, if said violation is of any other provision of this act, order the owner of said premises at his own expense to abate or remove said nuisance within twenty-four hours, or within such further time as said board of health or said building inspector, as the case may be, considers reasonable, after notice to be served in the manner provided in section ninety-four, and if the owner or occupant fails to comply with such order, the board may abate or remove the nuisance, and all expenses incurred thereby shall be paid by the person who caused or permitted the same.

SECTION 88. Whoever violates any provision of this act shall be punished by a fine of not less than ten dollars. Any person who violates any provision of this act, after he has been served with a notice or order as provided by section ninety-four, or who fails to comply with such notice or order within ten days after such service, or continues to violate any provision or requirement of this act in the respect named in such notice or order, shall be subject to an additional fine of not less than five dollars and not more than twenty dollars for each day after the first day during which the violation continues.

SECTION 89. Any person, the value of whose property may be affected by any action of the board of health or of the building inspector, may have the action of said board or inspector reviewed by the superior court by any appropriate process: *provided*, that proceedings are instituted within twenty days after such action.

SECTION 90. Any person having any duty to perform in regard to any building or premises under the provisions of this act may, if it be necessary for the performance of such duty, enter any building or premises.

LIENS.

SECTION 91. Every fine imposed by judgment under section eighty-eight of this act upon a tenement house owner shall be a lien upon the house in relation to which the fine is imposed from the time of the filing of a certified copy of the judgment in the office of the register of deeds for the county or district in which the tenement house is situated, subject only to taxes, assessments and water rates and other existing lawful incumbrances, and it shall be the duty of the board of health and the building inspector, upon the entry of said judgment, forthwith to file the copy as aforesaid, and the copy, upon such filing, shall forthwith be properly indexed by the register of deeds.

LIS PENDENS.

SECTION 92. In any action or proceeding instituted by the officer or departments charged with the enforcement of this act, the plaintiff or petitioner may file in the office of the register of deeds for the county or district where the property affected by such action or proceeding is situated, a notice of the pendency of the action or proceeding. The register of deeds with whom the notice is filed shall record it, and shall index it under the name of each person against whom said proceeding is instituted. Any such notice may be vacated by the order of a justice of the court in which the action or proceeding was instituted or is pending. The register of deeds of the county or district where the notice is filed is hereby directed to mark the notice and any record or docket thereof as cancelled of record, upon the presentation and filing of a certified copy of such order.

REGISTRY OF OWNER'S NAME.

SECTION 93. Every owner of a tenement house and every lessee of the whole house, or other person having control of a tenement house, shall file with the board of health a notice containing his name and address, and also a description of the property, by street and number or otherwise, as the case may be, in such manner as will enable the said board easily to find the same; and also the number of rooms in each apartment, and the number of families occupying the apartments.

When the owner or agent is not a resident of the city the notice shall contain the name and address of some agent residing within the city for the purpose of receiving service of process, and notice to and service of process upon such agent shall bind the principal. Blanks for the said registration shall be provided by the board of health.

SERVICE OF NOTICES AND ORDERS.

SECTION 94. Unless otherwise provided in this act, every notice or order in relation to a tenement house shall be served ten days before the time for doing the thing in relation to which it is issued. The service of a notice or order as aforesaid shall be made by the delivery of an attested copy in hand to the owner or his agent, or by leaving an attested copy at the last or usual place of abode of the owner or agent, or, if the owner is a non-resident and has no agent duly appointed, it shall be placed in a conspicuous place in said tenement house and a copy thereof mailed by a registered letter, on the same day on which it is posted, to the owner or his agent at his residence.

SERVICE OF SUMMONS.

SECTION 95. In any action brought by any city official in relation to a tenement house for injunction, vacating of the premises or other abatement of nuisance, or to establish a lien thereon, service of process shall be in the manner provided in the preceding section, except that the service of process shall be made only by a sheriff or one of his deputies or by a constable.

INDEXING NAMES.

SECTION 96. The names and addresses filed in accordance with section ninety-three shall be indexed by the board of health in such a manner that all of those

filed in relation to each tenement house shall be together, and readily ascertainable. The board of health shall provide the necessary books and clerical assistance for that purpose, and the expense thereof shall be paid by the city. Said indexes shall be public records, open to public inspection during business hours.

LAWS REPEALED.

SECTION 97. All acts and parts of acts inconsistent herewith are hereby repealed, and upon acceptance of this act by any city all ordinances of such city inconsistent herewith are hereby annulled.

WHEN TO TAKE EFFECT.

SECTION 98. This act shall not apply to the city of Boston, but it shall take effect in any other city upon its acceptance by a majority vote of the members of each branch of the city council or corresponding body of that city, present and voting thereon, and upon the approval of the mayor. [*Approved June 13, 1913.*]

CHAPTER 800.

AN ACT RELATIVE TO PENSIONING MEMBERS OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

SECTION 1. Any member of the fire department of the city of Boston who has performed service in that department for a period of not less than twenty-five years and who has reached the age of fifty-five years, shall, upon his own petition to the fire commissioner, be retired and placed upon the pension roll.

SECTION 2. The amount of the annual pension or compensation allowed to any member under the provisions of this act shall be one half of the amount of annual compensation received by him at the time of his retirement, the same to be paid by the city of Boston.

SECTION 3. The provisions of this act shall be in addition to and not in repeal of any act now in force relative to pensioning members of the said department.

SECTION 4. This act shall take effect upon its acceptance by the city council of the city of Boston. [*Approved June 13, 1913.*]

CHAPTER 805.

AN ACT RELATIVE TO THE ESTABLISHMENT AND MAINTENANCE OF CONTINUATION SCHOOLS AND COURSES OF INSTRUCTION FOR WORKING CHILDREN.

SECTION 1. When the school committee of any city or town shall have established continuation schools or courses of instruction for the education of minors between fourteen and sixteen years of age who are regularly employed in such city or town not less than six hours per day, such school committee may, with the consent of the board of education, require the attendance in such continuation schools or on such courses of instruction of every such minor thereafter receiving an employment certificate and who is not otherwise receiving instruction approved by the school committee as equivalent to that provided in schools established under the provisions of this act. The required attendance provided for in this act shall be at the rate of not less than four hours per week and shall be between the hours

of eight o'clock in the morning and six o'clock in the afternoon of any working day or days. The time spent by a child in a continuation school or class shall be reckoned as a part of the time or number of hours that minors are permitted by law to work.

SECTION 2. Continuation schools or courses of instruction as provided in section one of this act, shall, so long as they are approved by the board of education as to organization, control, location, equipment, courses of study, qualifications of teachers, methods of instruction, conditions of admission, employment of pupils and expenditure of the money, constitute approved continuation schools or courses of instruction. Cities and towns maintaining such approved continuation schools or courses of instruction shall receive reimbursement from the commonwealth, as provided in section three of this act.

SECTION 3. The commonwealth, in order to aid in the maintenance of approved continuation schools or courses, shall as provided in this act pay annually from the treasury to cities and towns maintaining such schools or courses an amount equal to one half of the sum to be known as the net maintenance sum. Such net maintenance sum shall consist of the total sum raised by local taxation and expended for the maintenance of such a school, less the amount, for the same period, of tuition claims paid or unpaid and receipts from the work of pupils or the sale of products.

SECTION 4. When the school committee of any city or town shall have established a continuation school or courses of instruction as provided in section one of this act, the said school committee may require the attendance, as provided in section one of this act, in such continuation school or on such courses of instruction of all minors between fourteen and sixteen years of age residing in said city or town who are regularly employed in another city or town: *provided*, that the city or town in which such minors are employed does not maintain and require attendance at a continuation school or courses of instruction as defined in section one of this act.

SECTION 5. Any minor between fourteen and sixteen years of age who is regularly employed in a city or town other than that in which the said minor resides may attend a continuation school or courses of instruction, as provided in section one of this act, in the city or town in which such minor resides. Any minor attending a continuation school or courses of instruction, as hereinbefore described, in the city or town of his residence in preference to attending such school or courses of instruction in the city or town of his employment, shall file or cause to be filed regularly, at least once a month, with the superintendent, or his representative duly authorized in writing, of the city or town in which such minor is employed, a report of attendance certified by the superintendent, or his representative duly authorized in writing, of the city or town in which such minor is attending school: *provided, however*, that the filing of such certified report of attendance with the superintendent of a city or town in which attendance at continuation schools or courses of instruction as defined in section one of this act is not compulsory shall not be required.

SECTION 6. The employer of any minor between fourteen and sixteen years of age who is compelled by the provisions and regulations either of the school committee in the city or town in which such minor resides or of the school com-

mittee in the city or town in which such minor is employed to attend a continuation school or courses of instruction as defined in section one of this act, shall cease forthwith to employ such minor when notified in writing by the superintendent or his representative duly authorized in writing, having jurisdiction over such minor's school attendance, that such minor is not attending school in accordance with the compulsory attendance regulations as defined in section one of this act. Any employer who fails to comply with the provisions of this section shall be punished by a fine of not less than ten nor more than one hundred dollars for each offence.

SECTION 7. The superintendent of schools having jurisdiction, or a person authorized by him in writing, may revoke the age and schooling or employment certificate of any minor who is required by the provisions of this act to attend a continuation school or courses, if such minor fails to attend such school or courses as provided by this act.

SECTION 8. This act shall take effect on the first day of September, nineteen hundred and thirteen. [*Approved June 16, 1913.*]

CHAPTER 806.

AN ACT RELATIVE TO THE INSTALLATION, ALTERATION AND INSPECTION OF ELEVATORS AND TO THE APPOINTMENT OF A BOARD OF ELEVATOR REGULATIONS.

SECTION 1. In cities and towns not having a building department or an inspector of buildings, the installation and alteration of all elevators shall be under the supervision of the inspectors of the building inspection department of the district police. In cities and towns having an inspector of buildings or a person acting as such, the installation and alteration of all elevators shall be under the supervision of such inspector. No elevator shall hereafter be installed or altered until a copy of the plans and specifications of such elevator or of the proposed alterations shall have been filed by the owner of the premises where the elevator is to be installed or altered, or by the manufacturer of the elevator, with the inspector having jurisdiction, and a certificate of approval or a specification of requirements shall have been issued by him.

SECTION 2. On completion of the work of installation or alteration, the manufacturer of the elevator or the person making the alterations shall make a practical test of the safety devices of the elevator in the presence of the inspector, and if the test is satisfactory to the inspector, he shall issue a certificate approving the elevator and safety devices thereof.

SECTION 3. All elevators shall be thoroughly inspected and a practical test made of the safety devices required therefor at intervals of not more than one year, and at such other times as may be deemed necessary by the inspector having jurisdiction thereof. Within ten days after the inspection, the inspector shall report the result thereof to the chief of the district police, upon forms to be furnished by him. This requirement for the making of inspection reports shall not apply to the city of Boston.

SECTION 4. If, in the judgment of any inspector having jurisdiction thereof, an elevator is safe, and if the elevator has been constructed in the manner required by law or by regulations made by the board of elevator regulations as hereinafter

provided, the inspector shall issue a certificate to that effect to the owner of the elevator, or to the person in charge thereof, and the owner of the elevator or the person in charge thereof shall post the certificate in a conspicuous place in or near the cab or car of such elevator. If in the judgment of the inspector, the elevator is unsafe or dangerous to use, or has not been constructed in the manner required by law or by the regulations made by the board of elevator regulations as herein-after provided, the inspector shall immediately post conspicuously upon the entrance or door of the cab or car of such elevator, or upon the elevator, a notice of its dangerous condition, and shall prohibit the use of the elevator until it has been made safe to the inspector's satisfaction. No person shall remove such notice or operate such elevator until the inspector has issued his certificate as aforesaid.

SECTION 5. Any owner, operator or person in charge of an elevator, or any person employed by any firm, corporation, or individual to inspect an elevator shall, if he thinks such elevator is unsafe, report the fact in writing to the inspector having jurisdiction thereof who shall forthwith inspect such elevator. If any accident occurs to an elevator, the operator, person in charge or owner having knowledge thereof shall immediately report such accident to the inspector having jurisdiction who shall forthwith inspect such elevator.

SECTION 6. Within one month after the passage of this act the governor, with the advice and consent of the council, shall appoint a board, to be called the Board of Elevator Regulations. The said board shall frame regulations relating to the construction, installation, alteration and operation of all elevators, now installed or to be installed, and relative to the location, design and construction of shafts or enclosures for elevators, safety devices, gates and other safeguards, protection against the elevator or hoisting machinery, and means to prevent the spread of fire, and also such regulations as will make uniform the work of the inspectors of the building inspection department of the district police and of inspectors of buildings throughout the commonwealth.

SECTION 7. The board of elevator regulations shall be composed of seven members, one of whom shall be a consulting engineer who shall act as chairman, one an inspector of the building inspection department of the district police, one the building commissioner of the city of Boston, one an inspector of buildings of some other city in the commonwealth, one a representative of a liability insurance company licensed to write such insurance in the commonwealth, one a representative of an elevator manufacturer, and one an experienced elevator constructor. The said board shall, within three months after its members are appointed, draft regulations as aforesaid, and submit the same to the governor and council for their approval. Within sixty days after such regulations have been submitted to the governor and council, they shall approve the same with such alterations and amendments and after such public hearings as they may deem proper, and the regulations, so altered and amended, shall then be referred by the governor to the chief of the district police, who shall furnish upon application a printed copy of the regulations to all manufacturers of elevators operating in the commonwealth, and to all inspectors of buildings in the cities and towns of the commonwealth, and to all others who are concerned. It shall be the duty of the inspectors of the building inspection department of the district police and the department of buildings or inspectors of buildings of cities and towns to see that the said regulations are complied with.

SECTION 8. The board of elevator regulations shall serve without compensation and shall be dissolved upon the approval, by the governor and council, of the regulations made as above provided.

SECTION 9. Any person engaged in the inspection, alteration, construction, repair or operation of elevators may, from time to time, hereafter by petition in writing to the governor and council request that rules and regulations established under this act be altered or amended. The governor may grant public hearings before the governor and council upon such petition, and if he deems it advisable may appoint a new board of elevator regulations to consist of seven members as provided in section seven of this act. Such board shall, within three months after its appointment, draft such alterations or amendments as they deem advisable and submit the same to the governor and council for their approval as provided in section seven. Upon the approval by the governor and council of such alterations or amendments, they shall become part of the rules and regulations pertaining to elevators and shall have the same force and effect as the other rules and regulations established under section seven. The board established under this section shall, upon such approval by the governor and council be dissolved.

SECTION 10. For the purpose of carrying out the provisions of this act, the board of elevator regulations may expend such sum, not exceeding fifteen hundred dollars, as shall be approved by the governor and council.

SECTION 11. Whoever is aggrieved by the order, requirement, or direction of an inspector of buildings of a city or town except in the city of Boston, may, within ten days after the service thereof, appeal to a judge of the superior court for the county in which the building to which such order, requirement or direction relates is situated, for an order forbidding its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before said court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject-matter of the controversy, to examine the matter and hear the parties; and the decision of said court, or the decision, in writing and under oath, of the majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters such order, requirement or direction of the inspector, the court shall also order the said inspector not to enforce his order, requirement or direction, and in every such case the certificate required by this act to be issued by the inspector shall thereupon be issued by said court or by said experts.

SECTION 12. Any person, firm or corporation violating or failing to comply with any provision of this act, or of any regulation established hereunder shall be punished by a fine of not more than five hundred dollars for every such offence, subject, however, to the right of appeal as provided in section eleven of this act except that in the city of Boston the right of appeal shall be the same as that provided by section seven of chapter five hundred and fifty of the acts of the year nineteen hundred and seven.

SECTION 13. Sections twenty-seven and twenty-eight of chapter one hundred

and four of the Revised Laws, sections seventy-four and ninety-six, in so far as such sections relate to elevators, of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, chapter four hundred and fifty-five of the acts of the year nineteen hundred and eleven, and chapter three hundred and eighteen of the acts of the year nineteen hundred and twelve, in so far as such chapter relates to elevators, and chapter four hundred and seventy-nine of the acts of the year nineteen hundred and twelve, and all acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 14. Sections six, seven, eight and ten of this act which relate to the appointment, duties and expenses of the board of elevator regulations shall take effect upon its passage, and the remainder of this act shall take effect thirty days after the approval by the governor and council of the regulations framed by the board of elevator regulations. [*Approved June 16, 1913.*]

CHAPTER 807.

AN ACT TO PROVIDE FOR COMPENSATING CERTAIN PUBLIC EMPLOYEES FOR INJURIES SUSTAINED IN THE COURSE OF THEIR EMPLOYMENT.¹

SECTION 1. The commonwealth shall and any county, city or town, or district having the power of taxation, may pay the compensation provided by Part II of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven and acts in amendment thereof and in addition thereto to such laborers, workmen and mechanics employed by it as receive injuries arising out of and in the course of their employment, or, in case of death resulting from any such injury, may pay compensation as provided in sections six, seven and eight of said Part II, and in any amendments thereof, to the persons thereto entitled.

SECTION 2. Procedure under this act and the jurisdiction of the industrial accident board shall be the same as under the provisions of said chapter seven hundred and fifty-one, and the commonwealth or a county, city, town or district which accepts the provisions of this act shall have the same rights in proceedings under said chapter as the association thereby created. The treasurer and receiver general, or the treasurer or officer having similar duties of a county, city, town or district which accepts the provisions of this act, shall pay any compensation awarded for injury to any person in its employment upon proper vouchers without any further authority.

SECTION 3. Counties, cities, towns, and districts having the power of taxation, may accept the provisions of this act by vote of a majority of those legal voters who vote on the question of its acceptance at an annual meeting or election as hereinafter provided. In towns and districts which have an annual meeting of the legal voters, this act shall be submitted for acceptance to the voters of the town or district at the next annual meeting after its passage. In cities, and in towns which do not have annual meetings, this act shall be submitted to the voters at the next municipal election, and in counties and in districts which do not have an annual meeting, at the next state election after its passage. At every such election, and at every annual meeting where ballots are used, the following question shall be printed on the ballot:

¹ For workmen's compensation act, as amended in 1913, see *post*, pages 192-204.

“ Shall chapter of the acts of nineteen hundred and thirteen, being an act to provide for compensating laborers, workmen and mechanics for injuries sustained in public employment, and to exempt from legal liability counties and municipal corporations which pay such compensation, be accepted by the inhabitants of this (county, city, town, water district, fire district, etc.) of ?

YES.	
NO.	

The vote shall be canvassed by the county commissioners, city council or commission, or selectmen, or, in the case of a district, by the district commissioners or other governing board of the district. A notice stating the result of the vote shall be posted in the county court house, or city or town hall, or, in the case of a district, in the public building where the employees of the district are paid. Except as provided in section four, a county, city, town or district which accepts the provisions of this act shall not be liable in any action for a personal injury sustained by a laborer, workman or mechanic in the course of his employment by such county, city, town or district, or for death resulting from such injury.

SECTION 4. A laborer, workman or mechanic entering or remaining in the service of a county, city, town or district, who would, if injured, have a right of action against the county, city, town or district by existing law, may, if the county, city, town or district has accepted the provisions of this act before he enters its service, or accepts them afterward, claim or waive his right of action as provided in section five of Part I of said chapter seven hundred and fifty-one, and shall be deemed to have waived such right of action unless he claims it. Section four of said Part I shall apply to actions by laborers, workmen or mechanics employed by a county, city, town or district which accepts the provisions of this act.

SECTION 5. Any person entitled to receive from the commonwealth or from a county, city, town or district the compensation provided by Part II of said chapter seven hundred and fifty-one, who is also entitled to a pension by reason of the same injury, shall elect whether he will receive such compensation or such pension, and shall not receive both. In case a person entitled to such compensation from the commonwealth or from a county, city, town or district receives by special act a pension for the same injury, he shall forfeit all claim for compensation, and any compensation received by him or paid by the commonwealth or by the county, city, town or district which employs him for medical or hospital services rendered to him may be recovered back in an action at law. No further payment shall be awarded by vote or otherwise to any person who has claimed and received compensation under this act.

SECTION 6. This act shall apply to all laborers, workmen and mechanics in the service of the commonwealth or of a county, city or town, or district having the power of taxation, under any employment or contract of hire, expressed or implied, oral or written, including those employed in work done in performance of governmental duties as well as those employed in municipal enterprises conducted for gain or profit. For the purposes of this act all laborers, workmen and mechanics paid by the commonwealth, but serving under boards or commissions exercising powers within defined districts, shall be deemed to be in the service of the commonwealth.

SECTION 7. The provisions of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven, and acts in amendment thereof and in

addition thereto shall not apply to any persons other than laborers, workmen and mechanics employed by counties, cities, towns, or districts having the power of taxation.

SECTION 8. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 809.

AN ACT TO PROVIDE FOR A COMMISSION TO INVESTIGATE THE REGULATIONS NOW IN FORCE THROUGHOUT THE COMMONWEALTH RELATIVE TO THE CONSTRUCTION, ALTERATION AND MAINTENANCE OF BUILDINGS.

SECTION 1. A commission of five persons shall be appointed by the governor, with the advice and consent of the council, to investigate the various statutes, ordinances, by-laws and regulations now in force throughout the commonwealth and the various cities and towns thereof, relative to the construction, alteration and maintenance of buildings, with the view of establishing uniformity in general requirements and of determining what regulations for the purposes aforesaid may be adopted either for the state as a whole, or under a classification of cities and towns, so that general regulations may be made for each class. The commission shall report to the general court on or before the first day of February, nineteen hundred and fourteen, and shall, as a part of its report, draft an act containing such general regulations for the construction, alteration and maintenance of buildings as it may recommend. The act may include, if the commission finds it desirable, a provision for a permanent board or commission to supervise the administration of building laws and regulations throughout the commonwealth, and to advise the local authorities when modifications of building laws and regulations become desirable. The commission shall serve without compensation for the services of its members but may expend for such necessary expenses as may be approved by the governor and council a sum not exceeding twenty-five hundred dollars.

SECTION 2. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 813.

AN ACT RELATIVE TO INDUSTRIAL ACCIDENTS AND OCCUPATIONAL DISEASES.¹

SECTION 1. The state board of labor and industries and the industrial accident board, sitting jointly, shall investigate from time to time employments and places of employment within the commonwealth, and determine what suitable safety devices or other reasonable means or requirements for the prevention of accidents shall be adopted or followed in any or all such employments or places of employment; and also shall determine what suitable devices or other reasonable means or requirements for the prevention of industrial or occupational diseases shall be adopted or followed in any or all such employments or places of employment; and shall make reasonable rules, regulations and orders for the prevention of accidents and the prevention of industrial or occupational diseases in such employments or places of employment. Such rules, regulations and orders may apply to both employer and employee.

SECTION 2. Before the adoption of any rule or regulation by the said joint

¹ See also acts of 1912, chapters 571 and 726, on pages 192 and 235, *post*.

board a hearing shall be given, and not less than ten days before the hearing a notice thereof shall be published in at least three newspapers, of which one shall be published in the city of Boston. Such rules or regulations shall upon adoption be published in like manner, and shall take effect thirty days after such publication, or at such later time as the board may fix. Before the adoption of any order a hearing shall be given thereon, of which a notice of not less than ten days shall be given to the individuals, firms, corporations or associations affected thereby.

SECTION 3. The joint board may appoint committees, on which employers and employees shall be represented, to investigate and recommend rules and regulations.

SECTION 4. The joint board shall make such general arrangements between the two boards as will prevent duplication of effort but the inspection and investigation carried on by the state board of labor and industries shall be a regular and systematic inspection and investigation of all places of employment and the conditions of safety and health pertaining thereto, and the inspection and investigation carried on by the industrial accident board shall be that relating to causes of injuries for which compensation may be claimed.

SECTION 5. Any member or employee of either board may enter any place of employment for any purpose under this act at any time when the place of employment is being used for business purposes.

SECTION 6. The joint board may require every physician treating a patient whom he believes to be suffering from any ailment or disease contracted as a result of the nature, circumstances or conditions of the patient's employment to report such information relating thereto as it may require, within such time as it may fix, to the state board of labor and industries, and it may issue a list of such diseases which shall be regularly reported upon by physicians and may add to or change such list at any time. Copies of all such reports and all statistics and data compiled therefrom shall be kept by the state board of labor and industries, and shall be furnished on request to the industrial accident board and the state board of health.

SECTION 7. All hearings by the joint board shall be open to the public. The chairman of the state board of labor and industries and the chairman of the industrial accident board shall act alternately as chairman of the joint board, and the said board may designate one of the employees of either board to act as secretary.

SECTION 8. Section eight of chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve is hereby amended by adding at the end of the first paragraph thereof the words:—or persons especially qualified by technical education in matters relating to health and sanitation.¹

SECTION 9. The industrial accident board may appoint and remove not more than six inspectors, subject to the laws relating to the appointment and removal of employees in the classified civil service. They shall be required to pass examinations of a comprehensive and practical character based upon the particular requirements of the kinds of work to be done, shall be graded in such manner as

¹ The last sentence of the first paragraph of section 8 as amended reads as follows (see also acts of 1912, chapter 726, section 8, on page 237, *post*):

Industrial health inspectors shall be persons admitted to practice medicine in this Commonwealth or persons especially qualified by technical education in matters relating to health and sanitation.

the board may deem expedient, and shall receive such salaries as the board, with the approval of the governor and council, may fix.

SECTION 10. If any rule or regulation made under authority of section eighteen of Part IV of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven conflicts with or differs from a rule or regulation of the joint board, the rule or regulation of the joint board shall prevail.

SECTION 11. There may be expended annually by the joint board in carrying out the provisions of this act such sums as the general court may appropriate. The joint board shall annually submit to the auditor of the commonwealth such statements of estimates to cover its expenses as are required by section three of chapter seven hundred and nineteen of the acts of the year nineteen hundred and twelve.

SECTION 12. The following terms and phrases, as used in this act, shall have the following meanings:—

(a) The term “employment” shall mean and include any trade, occupation or branch of industry, any particular method or process used therein, and the service of any particular employer, but shall not include private domestic service or service as a farm laborer.

(b) The phrase “place of employment” shall mean and include every place whether indoors or out or underground and the premises appurtenant thereto, into, in or upon which any employee goes or remains either temporarily or regularly in the course of his employment.

(c) The terms “safe” and “safety”, as used in this act, shall be held to relate to such freedom from danger to the life, safety and health of employees as the nature of the employment will reasonably permit.

(d) The terms “industrial disease” and “occupational disease” shall mean and include any ailment or disease caused by the nature, circumstances or conditions of the employment.

SECTION 13. Whoever violates any reasonable rule, regulation, order or requirement made by the joint board under authority hereof, shall be punished by a fine of not more than one hundred dollars for each offence.

SECTION 14. All acts and parts of acts inconsistent herewith are hereby repealed; but this provision shall not be construed to take away any of the existing powers of the industrial accident board, the board of railroad commissioners, the state board of health, the board of boiler rules, the boiler inspection department of the district police, or the building inspection department of the district police, or any power given to the state board of labor and industries by chapter seven hundred and twenty-six of the acts of the year nineteen hundred and twelve.

SECTION 15. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 817.

AN ACT RELATIVE TO THE RETIREMENT SYSTEM FOR THE EMPLOYEES OF THE COUNTIES OF THE COMMONWEALTH.

SECTION 1. . . . [Amends acts of 1911, chapter 634, section 1.] *Section 1.* In this act, unless the context otherwise requires:—

(a) The words “retirement system” mean the arrangements provided in this act for the payment of annuities and pensions.

(b) The word “annuities” means the payments for life derived from money contributed by the employees.

(c) The word [“employee”] “*employees*” means [any person on the pay roll of the county who regularly gives his whole time to the service.] *permanent and regular employees in the direct service of the county, whose only or principal employment is in such service.*

(d) The word “pensions” means the payments for life derived from money contributed by the county.

(e) The words “regular interest” mean interest at three per cent per annum compounded semi-annually on the last days of December and June, and reckoned for full three and six months periods only.

(f) The words “continuous service” mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force; and a leave of absence, suspension or dismissal followed by reinstatement within one year. [shall not be considered as breaking the continuity of service.]

In the case of employees of the county who are now paid wholly by it, but who at any prior period were employees of the county within the meaning of paragraph (c) of this section and did not receive the whole or any part of their compensation from said county, service rendered by them during such prior period shall be considered as a part of the period of continuous service within the meaning of this act.

SECTION 2. . . . [Amends acts of 1911, chapter 634, section 3, paragraph (2).]
(2) All employees who enter the service of the county after the date when the retirement system is declared established by the issue of the certificate, as provided in section two, except persons who have already passed the age of fifty-five years, shall upon completing [thirty] *ninety* days of service become thereby members of the association. Persons over fifty-five years of age who enter the service of the county after the establishment of the retirement system shall not be allowed to become members of the association, and no such employee shall remain in the service of the county after reaching the age of seventy years.

SECTION 3. . . . [Amends acts of 1911, chapter 634, section 6, paragraph (2) C (b).] (b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the county for fifteen years or more immediately preceding, and then or thereafter retires or is retired, *and any member who completes thirty-five years of continuous service and then or thereafter retires or is retired*, shall receive in addition to the annuity and pension provided for by paragraphs (2) B and C (a) of this section an extra pension for life as large as the amount of the annuity to which he might have acquired a claim if the retirement system had been in operation at the time when he entered the service of the county, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest. *If any two members of the association are husband and wife, and one of the two retires or is retired the other shall have the right also to retire, and shall be paid a retiring allowance proportionate to the amount of his or her accumulated contributions to the date of such retirement, or, if such allowance should be less than the minimum allowance of two hundred dollars hereinafter provided for, shall be paid that sum annually. If the*

accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a gross sum with the first monthly payment on the account of his retiring allowance.

Any employee who had already reached the age of fifty-five years on the date when the retirement system was established, and also became a member of the association, may be retired under the provisions of the preceding paragraph without having completed the otherwise required service period of fifteen years. For the purpose of computing any pension payable for prior service, the board of retirement may estimate on the basis determined by them the wages received at any period for which they may deem it impracticable to consult the original records.

Any employee not a member of the association who had already reached the age of fifty-five years on the date when the retirement system was established may be retired at any time, and shall be paid a pension equivalent to the minimum payment hereinafter provided for.

SECTION 4. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 822.

AN ACT TO PROVIDE FOR A REFERENDUM RELATIVE TO AN EIGHT-HOUR DAY FOR CITY AND TOWN EMPLOYEES.

SECTION 1. In every city and town which has not formally accepted the provisions of section twenty of chapter one hundred and six of the Revised Laws, or of section forty-two of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, as affected by chapter four hundred and ninety-four of the acts of the year nineteen hundred and eleven, there shall be submitted to the voters at the next annual municipal election the following question, to be printed on the ballot: — “ Shall this city (or town) accept the provisions of section forty-two of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, as affected by chapter four hundred and ninety-four of the acts of the year nineteen hundred and eleven, which provides that eight hours shall constitute a day’s work for city or town employees?” If a majority of the voters voting thereon in any such city or town vote in the affirmative, the said section forty-two and the said chapter four hundred and ninety-four shall thereupon take effect in such city or town.

SECTION 2. If the voters of a city or town do not accept the provisions aforesaid the question shall again be submitted to the voters in the second year thereafter or in any second year after failure to accept said provisions by the voters: *provided*, that a petition signed by voters equal in number to at least twenty-five per cent of the last preceding vote cast in the city or town for all candidates for governor of the commonwealth be presented to the clerk of the city or town twenty days at least before the day for voting on the question aforesaid, which day shall be the city or town election day. It shall be the duty of the clerk of the city or town to examine the petition and certify to the correctness of the names and the

number of the petitioners, and to provide for the submission of the question to the voters upon the city or town election day as aforesaid.

SECTION 3. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 825.

AN ACT RELATIVE TO THE VERIFICATION OF CERTAIN PAY ROLLS.

SECTION 1. Chapter five hundred and twenty of the acts of the year nineteen hundred and thirteen is hereby amended by inserting after section two the following new section: — *Section 3.* A city council, board of aldermen, common council, commission, committee, or board of trustees may, for the purposes of this chapter, designate any one of its members to make oath to a pay roll, bill or account for salary or compensation of its membership or employees: *provided, however,* that nothing in this section shall be held to limit the responsibility of each member of any city council, board of aldermen, common council, commission, committee, or board of trustees in the event of a non-compliance with the provisions of this chapter.

SECTION 2. This act shall take effect upon its passage. [*Approved June 16, 1913.*]

CHAPTER 831.

AN ACT TO REGULATE THE LABOR OF MINORS.

SECTION 1. . . . [Amends acts of 1909, chapter 514, section 56, as amended by acts of 1913, chapter 779, section 14.] *Section 56.* No [child] *minor* under fourteen years of age shall be employed or permitted to work in or about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment, *barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses.* No [child] *minor* under fourteen years of age shall be employed at work performed for [wages] *wage* or other compensation, to whomsoever payable, during the hours when the public schools [of the city or town in which he resides] are in session or *shall* be employed at work before [seven] *half-past six* o'clock in the morning or after six o'clock in the evening.

MINORS UNDER SIXTEEN.

SECTION 2. No minor under sixteen years of age shall be employed or permitted to work in operating or assisting in operating any of the following machines: (1) circular or band saws, (2) wood shapers, (3) wood jointers, (4) planers, (5) picker machines or machines used in picking wool, cotton, hair or any other material, (6) paperlace machines, (7) leather burnishing machines, (8) job or cylinder printing presses operated by power other than foot power, (9) stamping machines used in sheet metal and tinware or in paper or leather manufacturing or in washer and nut factories, (10) metal or paper cutting machines, (11) corner staying machines in paper box factories, (12) corrugating rolls such as are used in corrugated paper or in roofing, or washboard factories, (13) steam boilers, (14) dough brakes or cracker machinery of any description, (15) wire or iron straightening or drawing machinery, (16) rolling mill machinery, (17) power punches

or shears, (18) washing or grinding or mixing machinery, (19) calender rolls in paper and rubber manufacturing or other heavy rolls driven by power, (20) laundering machinery, (21) upon or in connection with any dangerous electrical machinery or appliances.

SECTION 3. No minor under sixteen years of age shall be employed or permitted to work in any capacity in adjusting, or assisting in adjusting any hazardous belt to any machinery, or in oiling or cleaning hazardous machinery, or in proximity to any hazardous or unguarded belts, machinery or gearing while such machinery or gearing is in motion; nor on scaffolding; nor in heavy work in the building trades; nor in stripping, assorting, manufacturing or packing tobacco; nor in any tunnel; nor in a public bowling alley; nor in a pool or billiard room.

SECTION 4. The state board of labor and industries may from time to time, after a hearing or hearings duly held, determine whether or not any particular trade, process of manufacture or occupation in which the employment of minors under the age of sixteen years is not already forbidden by law, or any particular method of carrying on such trade, process of manufacture or occupation, is sufficiently dangerous or is sufficiently injurious to the health or morals of minors under sixteen years of age to justify their exclusion therefrom. No minor under sixteen years of age shall be employed or permitted to work in any trade, process or occupation thus determined to be dangerous or injurious to such minors.

MINORS UNDER EIGHTEEN.

SECTION 5. No minor under eighteen years of age shall be employed or permitted to work: (1) in or about blast furnaces; (2) in the operation or management of hoisting machines; (3) in oiling or cleaning hazardous machinery in motion; (4) in the operation or use of any polishing or buffing wheel; (5) at switch tending; (6) at gate tending; (7) at track repairing; (8) as a brakeman, fireman, engineer, motorman or conductor upon a railroad or railway; (9) as a fireman or engineer upon any boat or vessel; (10) in operating motor vehicles of any description; (11) in or about establishments wherein gunpowder, nitro-glycerine, dynamite or other high or dangerous explosive is manufactured or compounded; (12) in the manufacture of white or yellow phosphorus or phosphorus matches; (13) in any distillery, brewery, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; (14) in that part of any hotel, theatre, concert hall, place of amusement or other establishment where intoxicating liquors are sold. The provisions of this section shall not prohibit the employment of minors in drug stores.

SECTION 6. The state board of labor and industries may from time to time, after a hearing or hearings duly held, determine whether or not any particular trade, process of manufacture or occupation, in which the employment of minors under the age of eighteen years is not already forbidden by law, or any particular method of carrying on such trade, process of manufacture or occupation, is sufficiently dangerous or is sufficiently injurious to the health or morals of minors under eighteen years of age to justify their exclusion therefrom. No minor under eighteen years of age shall be employed or permitted to work in any trade, process or occupation thus determined to be dangerous or injurious to such minors.

PERSONS UNDER TWENTY-ONE.

SECTION 7. No person under twenty-one years of age shall be employed or permitted to work in, about or in connection with any saloon or barroom where alcoholic liquors are sold. No such person in any employment shall knowingly be taken, sent or caused or permitted to be sent, to any disorderly house or house of prostitution or assignation or other immoral place of resort or amusement.

SECTION 8. No minor under sixteen years of age shall be employed or permitted to work in, about or in connection with any establishment or occupation named in section one for more than six days in any one week, nor more than forty-eight hours in any one week, nor more than eight hours in any one day, nor before the hour of half-past six o'clock in the morning, nor after the hour of six o'clock in the evening of any day.

SECTION 9. No boy under the age of eighteen years and no girl under the age of twenty-one years shall be employed or permitted to work in, about or in connection with any establishment or occupation named in section one for more than six days in any one week, nor more than fifty-four hours in any one week, nor more than ten hours in any one day, nor before the hour of five o'clock in the morning, nor after the hour of ten o'clock in the evening, nor in the manufacture of textile goods after the hour of six o'clock in the evening.

SECTION 10. Except for the delivery of messages directly connected with the business of conducting or publishing a newspaper, to a newspaper office or directly between newspaper offices, no person under the age of twenty-one years shall be employed or permitted to work as messenger for a telegraph, telephone or messenger company in the distribution, transmission or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening of any day.

STREET TRADES.

SECTION 11. No boy under twelve years of age and no girl under eighteen years of age shall, in any city having a population of over fifty thousand inhabitants, sell, expose or offer for sale any newspapers, magazines, periodicals, or any other articles of merchandise of any description, or exercise the trade of bootblack or scavenger, or any other trade, in any street or public place.

SECTION 12. No boy under sixteen years of age shall, in any city having a population of over fifty thousand inhabitants, engage in any of the trades or occupations mentioned in the preceding section, unless he complies with all of the provisions of this act and with all of the legal requirements concerning school attendance, and unless a badge as hereinafter provided shall have been issued to him by the officer authorized to issue employment certificates in the city or town where such boy resides.

SECTION 13. Such badge shall not be issued until the officer issuing the same shall have received, examined, approved and filed evidence that such boy is twelve years of age or upwards, which shall consist of the proof of age required for the issuing of an employment certificate. Such officer may refuse to issue such badge to any boy who, in his opinion after due investigation, is found to be physically or mentally incompetent or unable to do such work in addition to the regular school attendance required by law.

SECTION 14. The badge herein required shall be worn, conspicuously exposed at all times, by such boy while so working. No boy to whom the said badge has been issued shall transfer the same to any other boy. He shall exhibit the same upon demand at any time to any officer charged with the duty of enforcing the provisions of this act which relate to street trades. The school committee of any city may make further regulations and requirements for the issuance of the badge required by this act.

SECTION 15. No boy under sixteen years of age shall engage in any of the trades or occupations mentioned in section eleven in any street or public place after nine o'clock in the evening or before five o'clock in the morning of any day, nor, unless provided with an employment certificate, during the hours when the public schools in the city where such boy resides, or the schools which such boy attends, are in session.

ENFORCEMENT.

SECTION 16. Except as provided in section seventeen, every person employing any minor in any establishment mentioned in this act shall post and keep posted in a conspicuous place in the room where such minor is employed or permitted to work a printed notice stating the number of hours such minor is required or permitted to work on each day of the week, with the total for the week, the hours of commencing and stopping work and the hours when the time allowed for meals begins and ends for each day of the week.

The employment of any minor at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section. The terms of such notice for any week or part thereof shall not be changed after the beginning of labor on the first day of the week, without the written consent of the commissioner of labor.

SECTION 17. Every employer who employs any minor subject to the provisions of this act and who is engaged in furnishing public service shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the time allowed for meals.

A list by name of minor employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and officers charged with the enforcement of the law.

The provisions of this act, so far as they relate to hours of employment of minors of eighteen years or over, shall not apply to such employers in cases of extraordinary emergency or extraordinary public requirement, but in such cases no employment contrary to the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the commissioner of labor.

SECTION 18. The state board of labor and industries, after approval by the attorney-general, shall furnish the printed forms of the laws and notices required by this act, upon application, to all persons required to post the same.

The inspectors of the state board of labor and industries shall visit and inspect the places of employment mentioned in this act and shall ascertain whether any minors are employed therein contrary to the provisions of this act, and shall prose-

cute violations thereof. They shall report to the school authorities any cases of children under sixteen years of age discharged for illegal employment. Any person shall have the right to prosecute violations of this act.

SECTION 19. The provisions of this act relating to minors engaged in the occupations mentioned in section eleven shall be enforced by the truant officers and school attendance officers, who are hereby vested with full police power for the purpose, and by police officers. The school committee of each city may appoint or designate one or more special truant or attendance officers to have supervision over minors engaged in such occupations and over the enforcement of the said provisions.

PENALTIES.

SECTION 20. Any person who, whether by himself or for others, or through agents, servants or foremen employs, induces or permits any minor to work contrary to any of the provisions of this act, shall be deemed guilty of a misdemeanor, and shall, for a first offence, be punished by a fine of not less than ten dollars nor more than fifty dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment; and for a second or subsequent offence, by a fine of not less than fifty dollars nor more than two hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

The employment of any minor in violation of any provision of this act after the person employing such minor has been notified thereof in writing by any authorized inspector, school attendance officer or truant officer, shall constitute a separate offence for every day during which the employment continues.

SECTION 21. Any person who hinders or delays any authorized inspector, school attendance officer, or truant officer in the performance of his duties, or who refuses to admit to or locks out any such inspector or officer from any place which such inspector or officer is authorized to inspect, or who refuses to give to such inspector or officer such information as may be required for the proper enforcement of this act, shall be deemed guilty of a misdemeanor, and shall be punished by a fine of not less than twenty-five dollars nor more than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

SECTION 22. Any person who furnishes or sells to any minor any article of any description with the knowledge that the minor intends to sell such articles in violation of any provision of this act, or after having received written notice to this effect from any officer charged with the enforcement of any provision of this act, or any person who knowingly procures or encourages any minor to violate any of the provisions of this act, shall be deemed guilty of a misdemeanor, and shall be punished by a fine of not less than ten dollars nor more than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

SECTION 23. Any parent, guardian or custodian having a minor under his control, who compels or permits such minor to work in violation of any provision of this act, or who knowingly certifies to any materially false statement for the purpose of obtaining the illegal employment of such minor, shall be deemed guilty of a misdemeanor, and, upon conviction, shall for the first offence be punished by a fine of not less than two dollars nor more than ten dollars, or by imprisonment

for not more than five days, or by both such fine and imprisonment; and for a second or subsequent offence he shall be punished by a fine of not less than five dollars nor more than twenty-five dollars, or by imprisonment for not more than ten days, or by both such fine and imprisonment.

SECTION 24. Any inspector, school attendance officer, truant officer, superintendent of schools or other person authorized to issue the badges required by this act, or any other person charged with the enforcement of any of the provisions of this act, who knowingly violates or fails to comply with any of the provisions of this act shall be deemed guilty of a misdemeanor, and, upon conviction, shall be punished by a fine of not less than ten dollars nor more than two hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

SECTION 25. Any minor who shall engage in any of the trades or occupations mentioned in section eleven in violation of any provision of this act shall, for the first offence, be warned by the officers whose duty it is to enforce the provisions of this act relating to street trades, and the parent, guardian or custodian shall be notified. In case of a second violation, such minor may be arrested and dealt with as a delinquent child, or, if over seventeen years of age, shall be punished by a fine not exceeding fifteen dollars upon the recommendation of the principal or chief executive officer of the school which such minor is attending, or upon the complaint of any school attendance officer, truant officer, police officer or probation officer, the badge of any minor who violates any provision of this act, or who becomes delinquent or fails to comply with all legal requirements concerning school attendance, may be revoked by the officer issuing the same for a period of three months and the badge taken from such minor. The refusal of any minor to surrender such badge, or the working at any of the occupations mentioned in section eleven by any minor after notice of the revocation of such badge, shall be deemed a violation of this act.

SECTION 26. Police, district and municipal courts and trial justices and the Boston juvenile courts as to minors under seventeen years of age shall have jurisdiction of offences arising under this act. A summons or warrant issued by any such court or justice may be served at the direction of the court or magistrate by an inspector of the state board of labor and industries or by a truant officer or school attendance officer, or by any officer qualified to serve criminal process.

MISCELLANEOUS.

SECTION 27. Nothing in this act shall be construed to apply to the juvenile reformatories, other than the Massachusetts reformatory, or to prevent minors of any age from receiving manual training or industrial education in or in connection with any school in this commonwealth which has duly been approved by the school committee or by the board of education.

SECTION 28. All acts and parts of acts inconsistent with the provisions of this act are hereby repealed.

SECTION 29. This act shall take effect on the first day of September, nineteen hundred and thirteen. [*Approved June 19, 1913.*]

CHAPTER 832.

AN ACT TO ESTABLISH A RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.

SECTION 1. The following words and phrases as used in this act, unless a different meaning is plainly required by the context, shall have the following meanings:—

(1) "Retirement system" shall mean the arrangement provided in this act for payment of annuities and pensions to teachers.

(2) "Annuities" shall mean payments for life derived from contributions from teachers.

(3) "Pensions" shall mean payments for life derived from contributions from the commonwealth.

(4) "Teacher" shall mean any teacher, principal, supervisor or superintendent employed by a school committee, or board of trustees, in a public day school within the commonwealth.

(5) "Public school" shall mean any day school conducted within this commonwealth under the order and superintendence of a duly elected school committee and also any day school conducted under the provisions of chapter four hundred and seventy-one of the acts of the year nineteen hundred and eleven.

(6) "Regular interest" shall mean interest at three per cent per annum, compounded annually on the last day of December of each year.

(7) "Retirement board" shall mean the teachers' retirement board, as provided in section four of this act.

(8) "Retirement association" shall mean the teachers' retirement association, as provided in section three of this act.

(9) "Expense fund" shall mean the fund provided for in paragraph numbered one in section five of this act.

(10) "Annuity fund" shall mean the fund provided for in paragraph numbered two in section five of this act.

(11) "Pension fund" shall mean the fund provided for in paragraph numbered three in section five of this act.

(12) "School year" shall mean the twelve months from the first day of July of any year to the thirtieth day of June next succeeding.

(13) "Assessments" shall mean the annual payments to the annuity fund by members of the association.

ESTABLISHMENT OF A TEACHERS' RETIREMENT SYSTEM.

SECTION 2. A teachers' retirement system shall be established on the first day of July, nineteen hundred and fourteen.

TEACHERS' RETIREMENT ASSOCIATION.

SECTION 3. A teachers' retirement association shall be organized among the teachers in the public schools as follows:—

(1) All teachers, except those specified in paragraph (3) of this section, who enter the service of the public schools for the first time on or after July first, nineteen hundred and fourteen, shall become thereby members of the association.

(2) All teachers, except those specified in paragraph (3) of this section, who shall have entered the service of the public schools before June thirtieth, nineteen hundred and fourteen, may at any time between July first, nineteen hundred and fourteen, and September thirtieth, nineteen hundred and fourteen, upon application in writing to the commissioner of education, become members of the retirement association. Any teacher failing to do so may thereafter become a member of the retirement board by paying an amount equal to the total assessments, together with regular interest thereon, that he would have paid if he had joined the retirement association on September thirtieth, nineteen hundred and fourteen.

(3) Teachers in the service of the public schools of the city of Boston shall not be included as members of the retirement association.

STATE TEACHERS' RETIREMENT BOARD.

SECTION 4. (1) The management of the retirement system is hereby vested in the teachers' retirement board, consisting of seven members: the insurance commissioner for the commonwealth, the bank commissioner for the commonwealth, the commissioner of education for the commonwealth, three members of the retirement association and one other person. Upon organization of the retirement association the members thereof shall elect from among their number in a manner to be approved by the insurance commissioner, the bank commissioner and the commissioner of education, three persons to serve upon the retirement board, one member to serve for one year, one for two years and one for three years, and thereafter the members of the retirement association shall elect annually from among their number in a manner to be approved by the retirement board one person to serve upon the retirement board for the term of three years. The seventh member of the retirement board shall be elected annually by the other six to serve for the term of one year. On a vacancy occurring on the board, a successor of such person whose place has become vacant shall be chosen in the same manner as his predecessor to serve until the next annual election. Until the organization of the retirement association and the election of three representatives therefrom, the insurance commissioner, the bank commissioner and the commissioner of education shall be empowered to perform the duties of the retirement board.

(2) The members of the retirement board shall serve without compensation, but they shall be reimbursed from the expense fund of the retirement association for any expenditures or loss of salary or wages which they may incur through serving on the board. All claims for reimbursement on this account shall be subject to the approval of the governor and council.

(3) The retirement board shall have power to make by-laws and regulations not inconsistent with the provisions of this act; and to employ a secretary who shall give a bond in such amount as the board shall approve, and clerical and other assistance as may be necessary. The salaries shall be fixed by the board, with the approval of the governor and council.

(4) The retirement board shall provide for the payment of retirement allowances and such other expenditures as are required by the provisions of this act.

(5) The retirement board shall adopt for the retirement system one or more mortality tables, and shall determine what rates of interest shall be established in

connection with such tables, and may later modify such tables or prescribe other tables to represent more accurately the expense of the retirement system or may change such rates of interest, and may determine the application of the changes made.

(6) The retirement board shall perform such other functions as are required for the execution of the provisions of this act.

CREATION OF FUNDS.

SECTION 5. The funds of the retirement system shall consist of an expense fund, an annuity fund and a pension fund.

(1) The expense fund shall consist of such amounts as shall be appropriated by the general court from year to year on estimates submitted by the retirement board to defray the expense of the administration of this act, exclusive of the payment of retirement allowances.

(2) The annuity fund shall consist of assessments paid by members of the retirement association, and interest derived from investments of the annuity fund. Each member of the retirement association shall pay into the annuity fund, by deduction from his salary in the manner provided in section nine, paragraph five, of this act, such assessments upon his salary as may be determined by the retirement board. The rate of assessment shall be established by the retirement board on the first day of July of each year after a prior notice of at least three months, and shall at any given time be uniform for all members of the retirement association, and shall not be less than three per cent nor more than seven per cent of the members' salary: *provided, however*, that when the total sum of assessments on the salary of any member at the rate established by the retirement board would amount to more than one hundred dollars or less than thirty-five dollars for any school year, such member shall in lieu of assessments at the regular rate be assessed one hundred dollars a year or thirty-five dollars a year as the case may be, payable in equal instalments to be assessed for the number of months during which the schools of the community in which such member is employed are commonly in session. Any member of the retirement association who shall for thirty years have paid regular assessments to the annuity fund as provided herein, shall be exempt from further assessments; but such member may thereafter, if he so elects, continue to pay his assessments to the fund. No member so electing shall pay further assessments after the total sum of assessments paid by him shall at any time have amounted, with regular interest, to a sum sufficient to purchase an annuity of five hundred dollars at age sixty; and interest thereafter accruing shall be paid to the member at the time of his retirement.

(3) The pension fund shall consist of such amounts as shall be appropriated by the general court from time to time on estimates submitted by the retirement board for the purpose of paying the pensions provided for in this act.

PAYMENT OF RETIREMENT ALLOWANCES.

SECTION 6. (1) Any member of the retirement association may retire from service in the public schools on attaining the age of sixty years, or at any time

thereafter, if incapable of rendering satisfactory service as a teacher, may, with the approval of the retirement board, be retired by the employing school committee.

(2) Any member of the retirement association, on attaining the age of seventy years, shall be retired from service in the public schools.

(3) A member of the retirement association after his retirement under the provisions of paragraphs numbered (1) or (2) of this section, shall be entitled to receive from the annuity fund, as he shall elect at the time of his retirement, on the basis of tables adopted by the retirement board: — (a) an annuity payable in quarterly payments, to which the sum of his assessments under section five, paragraph (2), with regular interest thereon, shall entitle him; or, (b) an annuity of less amount, as determined by the retirement board for the annuitants electing such option, payable in quarterly payments, with the provision that if the annuitant dies before receiving payments equal to the sum of his assessments under section five, paragraph (2), with regular interest, at the time of his retirement, the difference between the total amount of said payments and the amount of his contributions with regular interest shall be paid to his legal representatives.

(4) Any member of the retirement association receiving payments of an annuity as provided in paragraph numbered (3) of this section shall, if not rendered ineligible therefor by the provisions of section twelve of this act, receive with each quarterly payment of his annuity an equal amount to be paid from the pension fund as directed by the retirement board.

(5) Any teacher who shall have become a member of the retirement association under the provisions of paragraph numbered (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, shall, on retiring as provided in paragraphs (1) and (2) of this section, be entitled to receive a retirement allowance as follows: — (a) such annuity and pension as may be due under the provisions of paragraphs numbered (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under the provisions of this act if he had paid thirty assessments on his average yearly wage for the fifteen years preceding his retirement and at the rate in effect at the time of his retirement: *provided*, (1) that if his term of service in the commonwealth shall have been over thirty years the thirty assessments shall be reckoned as having begun at the time of his entering service and as drawing regular interest until the time of retirement; and *further provided*, (2) that if the sum of such additional pension together with the annuity and pension provided for by paragraphs numbered (3) and (4) of this section is less than three hundred dollars in any one year, an additional sum sufficient to make an annual retirement allowance of three hundred dollars shall be paid from the pension fund.

(6) If at any time it is impossible or impracticable to consult the original records as to wages received by a member during any period, the retirement board shall determine the pension to be paid under paragraph numbered (5) (b) of this section in accordance with the evidence they may be able to obtain.

WITHDRAWAL AND REINSTATEMENT.

SECTION 7. (1) Any member of the retirement association withdrawing from service in the public schools before becoming eligible to retirement shall be entitled to receive from the annuity fund all amounts contributed as assessments, together with regular interest thereon, in the manner hereinafter provided.

(2) If such withdrawal shall take place before ten annual assessments have been paid, the total amount to which such member is entitled as determined by the retirement board under the provisions of this act shall be paid to him in four annual instalments.

(3) If such withdrawal shall take place after ten annual assessments have been paid the amount so refunded shall be in the form of such annuity for life based on the contributions of such member, together with regular interest thereon, as may be determined by the retirement board according to its annuity tables, or in four annual instalments, as such member may elect.

(4) If a member of the association withdrawing and receiving payments in accordance with paragraphs numbered (2) and (3) of this section, shall die before the amount of such payments equals the amount of his contributions to the annuity fund with regular interest, the difference between the amount of such payments and the amount of his contributions with regular interest shall be paid to his legal representatives.

(5) Any member of the retirement association who shall have withdrawn from service in the public schools shall, on being re-employed in the public schools, be reinstated in the retirement association in accordance with such plans for reinstatement as the retirement board shall adopt.

(6) If a member of the retirement association shall die before retirement, the full amount of his contributions to the annuity fund with regular interest to the day of his death shall be paid to his legal representatives.

TAXATION, ATTACHMENTS AND ASSIGNMENTS.

SECTION 8. That portion of the salary or wages of a member deducted or to be deducted under this act, the right of a member to an annuity or pension, and all his rights in the funds of the retirement system shall be exempt from taxation, and from the operation of any laws relating to bankruptcy or insolvency, and shall not be attached or taken upon execution or other process of any court. No assignment of any right in, or to, said funds shall be valid. The funds of the retirement system, so far as invested in personal property, shall be exempt from taxation.

DUTIES OF THE SCHOOL COMMITTEE.

SECTION 9. (1) The school committee of each town and city in the commonwealth shall, before employing in any teaching position any person to whom this act may apply, notify such person of his duties and obligations under this act as a condition of his employment.

(2) On or before October first of each year the school committee of each town and city in the commonwealth shall certify to the retirement board the names of all teachers to whom this act shall apply.

(3) The school committee of each town and city in the commonwealth shall, on the first day of each calendar month, notify the retirement board of the employment of new teachers, removals, withdrawals, changes in salary of teachers, that shall have occurred during the month preceding.

(4) Under the direction of the retirement board the school committee of each town or city in the commonwealth shall furnish such other information as the board may require relevant to the discharge of the duties of the board.

(5) The school committee of each town and city in the commonwealth shall, as directed by the retirement board, deduct from the amount of the salary due each teacher employed in the public schools of such city or town such amounts as are due as contributions to the annuity fund as prescribed in this act, shall send to the treasurer of said town or city a statement as voucher for such deductions, and shall send a duplicate statement to the secretary of the retirement board.

(6) The school committee of each town and city in the commonwealth shall keep such records as the retirement board may require.

DUTIES OF BOARDS OF TRUSTEES.

SECTION 10. In administering this act for the benefit of teachers in schools conducted in accordance with chapter four hundred and seventy-one of the acts of the year nineteen hundred and eleven, the boards of trustees of said schools are hereby authorized and required to perform all the duties prescribed for school committees under this act.

CUSTODY AND INVESTMENT OF FUNDS.

SECTION 11. (1) The treasurer of each town or city in the commonwealth on receipt from the school committee or board of trustees of the voucher for deductions from the teachers' salaries provided for in section nine shall transmit, monthly, the amounts specified in such voucher to the secretary of the retirement board.

(2) The secretary of the retirement board shall monthly pay to the treasurer of the commonwealth all sums collected by him under the provisions of paragraph (1).

(3) All funds of the retirement system shall be in custody and charge of the treasurer of the commonwealth and the treasurer shall invest such funds as are not required for current disbursements in accordance with the laws of the commonwealth governing the investment of sinking funds. He may, whenever he sells securities, deliver the securities so sold upon receiving the proceeds thereof, and may execute any or all documents necessary to transfer the title thereto.

(4) The treasurer of the commonwealth shall make such payments to members of the retirement association from the annuity fund and pension fund as the retirement board shall order to be paid in accordance with sections six and seven of this act.

(5) On, or before, the third Wednesday in January, the treasurer of the commonwealth shall file with the insurance commissioner for the commonwealth, and with the secretary of the retirement board, a sworn statement exhibiting the financial condition of the retirement system on the thirty-first day of the preceding

December and its financial transactions for the year ending at such date. Such statement shall be in the form prescribed by the retirement board and approved by the insurance commissioner.

MEMBERSHIP IN OTHER RETIREMENT ASSOCIATIONS.

SECTION 12. (1) No person required to become a member of the association under the provisions of paragraph (1) of section three of this act shall be entitled to participate in the benefits of any other teachers' retirement system, supported in whole or in part by funds raised by taxation, or to a pension under the provisions of chapter four hundred and ninety-eight of the acts of the year nineteen hundred and eight, or chapter five hundred and eighty-nine of the acts of the year nineteen hundred and eight, as amended by chapter six hundred and seventeen of the acts of the year nineteen hundred and ten.

(2) No member of the retirement association shall be eligible to receive any pension as described in section six of this act, who is at the time in receipt of a pension paid from funds raised in whole or in part from taxation under the provisions of chapter four hundred and ninety-eight of the acts of the year nineteen hundred and eight, or chapter five hundred and eighty-nine of the acts of the year nineteen hundred and eight, as amended by chapter six hundred and seventeen of the acts of the year nineteen hundred and ten, or of any other act providing pensions for teachers, providing that this paragraph shall not be construed as applying to the Boston Teachers' Retirement Fund Association.

REIMBURSEMENT OF CITIES AND TOWNS.

SECTION 13. (1) Whenever, after the first day of July, nineteen hundred and fourteen, a town or city retires a teacher who is not eligible to a pension under the provisions of section six, paragraph (4) of this act, and pays to such teacher a pension in accordance with chapter four hundred and ninety-eight of the acts of the year nineteen hundred and eight, or chapter five hundred and eighty-nine of the acts of the year nineteen hundred and eight, as amended by chapter six hundred and seventeen of the acts of the year nineteen hundred and ten, and the school committee of said town or city certifies under oath to the retirement board to the amount of said pension, said town or city shall be reimbursed therefor annually by the commonwealth: *provided*, that no such reimbursement shall be in excess of the amount, as determined by the retirement board, to which said teacher would have been entitled as a pension, had he become a member of the retirement association under the provisions of section three, paragraph (2) of this act.

(2) On or before the first Wednesday of January of each year, the retirement board shall present to the general court, a statement of the amount expended previous to the preceding first day of July by cities and towns in the payment of pensions under the provisions of the preceding paragraph, for which such cities and towns should receive reimbursement. On the basis of such a statement, the general court may make an appropriation for the reimbursement of such cities and towns up to such first day of July.

JURISDICTION OF COURT.

SECTION 14. The superior court shall have jurisdiction in equity upon petition of the insurance commissioner or of any interested party to compel the observance and restrain the violation of this act, and of the rules and regulations established by the retirement board hereunder.

REFERENDUM AND REPEAL.

SECTION 15. Upon the petition of not less than five per cent of the legal voters of any city or town that has adopted chapter four hundred and ninety-eight of the acts of the year nineteen hundred and eight, this question shall be submitted, in case of a city, to the voters of such city at the next city election, and, in case of a town, to the voters of such town at the next annual town meeting, and the vote shall be in answer to the question to be placed upon the ballot: "Shall an act passed by the general court in the year nineteen hundred and eight, entitled 'An Act to authorize cities and towns to establish pension funds for teachers in the public schools', be repealed?" and if a majority of the voters voting thereon at such election or meeting shall vote in the affirmative said act shall be repealed in such city or town.

SECTION 16. So much of chapter four hundred and ninety-eight of the acts of the year nineteen hundred and eight as authorizes its submission to the voters of a city or town for acceptance after the passage of this act is hereby repealed.

SECTION 17. This act shall take effect upon its passage. [*Approved June 19, 1913.*]

CHAPTER 833.

AN ACT RELATIVE TO THE HOURS OF LABOR OF EMPLOYEES OF STREET RAILWAY COMPANIES.

SECTION 1. . . . [Amends acts of 1912, chapter 533.] *Section 2.* A day's work for all conductors, *guards, drivers, motormen, brakemen* and [trainmen] *gatemen who are employed by or on behalf of a street railway or elevated railway company* shall [be arranged by the employer upon the basis of nine hours' platform work: *provided, however,* that if in any case the schedule cannot be so arranged as to furnish a day's work of approximately nine hours and it is possible to provide one not exceeding nine and one half hours, the schedule may be so arranged, the platform time above the nine hours to be paid for as an addition to the nine hours' work. The day's work of men employed on regular cars] *not exceed nine hours, and shall be so arranged by the employer that it shall* [to] be performed within [twelve] *eleven* consecutive hours. [The work of any extra man who is regularly employed may, with his consent, be arranged in early and late halves or portions, but there shall be an interval of not less than eight hours between the close of the work of one day for such extra men and the beginning of the work of the next day, within which they shall not be required to perform any work except in cases of emergency. Nothing herein contained shall be held to prohibit spare men from performing, as substitutes in case of emergency, the work of employees unexpectedly absent. *Section 3.*] No officer or agent of any such company shall require from said employees more than nine hours' [platform]

work for a day's labor. [except as is herein expressly provided.] Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring", within the meaning of this section. [On legal holidays and on Sundays and in case of unavoidable delay or other emergency, or at any time at the request of the employee, extra labor may be performed for extra compensation.] *But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation.*

SECTION 2. A company which violates [the] any provision [s] of this act shall forfeit for each offence not less than one hundred dollars nor more than five hundred dollars.

SECTION 3. This act shall not affect any written contract existing at the date of its passage.

(This bill, returned by the governor to the house of representatives, the branch in which it originated, with his objections thereto, was passed by the house of representatives June 18, and, in concurrence, by the senate June 20, the objections of the governor notwithstanding, in the manner prescribed by the constitution; and thereby has the "force of a law".)

CHAPTER 834.

AN ACT TO ESTABLISH THE SALARIES OF CERTAIN MEMBERS OF THE DISTRICT POLICE.

SECTION 1. . . . The annual salary of all other members, except such as are designated as chief, deputy chief, or otherwise as being in charge of departments, shall be graded by length of service as follows: First year, fifteen hundred dollars; second year, fifteen hundred and fifty dollars; third year, sixteen hundred dollars; fourth year, sixteen hundred and fifty dollars; fifth year, seventeen hundred dollars; and thereafter, seventeen hundred and fifty dollars.

SECTION 2. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 3. This act shall take effect upon its passage.

(This bill, returned by the governor to the house of representatives, the branch in which it originated, with his objections thereto, was passed by the house of representatives June 20, and, in concurrence, by the senate June 20, the objections of the governor notwithstanding, in the manner prescribed by the constitution; and thereby has the "force of a law".)

3. TEXT OF THE RESOLVES.

CHAPTER 35.

RESOLVE TO PROVIDE FOR THE PRINTING AND DISTRIBUTION OF THE SPECIAL REPORT OF THE BOARD OF EDUCATION RELATIVE TO RETIREMENT ALLOWANCES FOR PUBLIC SCHOOL TEACHERS.

Resolved, That there be allowed and paid out of the treasury of the commonwealth a sum not exceeding fifty dollars for printing, in an edition of three thousand copies, the special report of the board of education under chapter forty-seven of the resolves of the year nineteen hundred and eleven, on the subject of teachers' retirement allowances, the same to be distributed by the board of education. [*Approved March 28, 1913.*]

CHAPTER 64.

RESOLVE TO PROVIDE FOR AN INVESTIGATION OF THE WHITE SLAVE TRAFFIC, SO-CALLED.

Resolved, That the governor, with the advice and consent of the council, shall appoint a commission of five persons, one of whom shall be designated as chairman, and not more than two of whom shall be residents of any one county, to investigate the white slave traffic, so-called, and to determine, so far as is possible, by what means and to what extent women and girls are induced or compelled by others to lead an immoral life, or are brought into this commonwealth or from place to place for that purpose. The commission shall endeavor to devise plans for preventing such evils as it finds to exist, and shall report to the general court not later than the tenth day of January, in the year nineteen hundred and fourteen, with such drafts of bills as may be necessary to carry its recommendations into effect. The commission may give public hearings, if it deems them necessary, and shall have authority to administer oaths, and to require the attendance of witnesses and the production of books and documents. The commission shall serve without compensation; but shall be allowed from the treasury of the commonwealth such sums for its necessary expenses as may be approved by the governor and council not exceeding ten thousand dollars. [*Approved April 21, 1913.*]

CHAPTER 77.

RESOLVE TO PROVIDE FOR THE APPOINTMENT OF A COMMISSION ON IMMIGRATION.

Resolved, That the governor, with the advice and consent of the council, shall, within thirty days after the passage of this resolve, appoint five persons, citizens of the commonwealth, one of whom shall be designated as chairman, who shall constitute a commission on immigration. Said commission shall make a full investigation of the status and general condition of immigrants within the commonwealth, including their way of living, distribution, occupation, educational opportunities and business opportunities and facilities, and also their relation to the industrial, social and economic condition of all the people of the commonwealth. The com-

mission is further authorized to procure information regarding such laws or agencies of the federal government and of other state governments as affect immigrants after their admission to the United States. The investigations of the commission shall be made with a view to obtaining information for the enactment of such laws as will bring non-English speaking foreigners, resident or transient, into sympathetic relation with American institutions and customs. The commission shall be provided with suitable quarters in the state house or elsewhere, and is hereby authorized to require the attendance of persons and the production of papers respecting all matters pertaining to the subject of their inquiry. The members of the commission shall serve without compensation, but the commission may employ all necessary clerical or other assistance, and may incur such other reasonable expenses, in the performance of its duties, including travelling expenses, as may be approved by the governor and council. The total expense to be incurred under this resolve shall not exceed the sum of fifteen thousand dollars. The commission shall report its findings, together with any recommendations based thereon, in print to the general court, on or before the second Wednesday of January in the year nineteen hundred and fourteen. [*Approved May 2, 1913.*]

CHAPTER 95.

RESOLVE TO CONFIRM CERTAIN ACTS IN CONNECTION WITH THE FORMATION OF THE RETIREMENT ASSOCIATION OF NORFOLK COUNTY.

Resolved, That the election of Edward L. Burdakin as the second member of the board of retirement of the retirement association of Norfolk county, and the extension to the thirtieth day of July in the year nineteen hundred and twelve of the time allowed to employees of said county to give notice of not wishing to join said association, are hereby confirmed and made valid to the same extent as if said election and extension of time had been in all respects in conformity with the provisions of chapter six hundred and thirty-four of the acts of the year nineteen hundred and eleven. [*Approved May 26, 1913.*]

CHAPTER 106.

RESOLVE TO PROVIDE FOR A COMMISSION TO DEVISE A JUST AND COMPREHENSIVE SYSTEM OF STATE, COUNTY AND MUNICIPAL PENSIONS.

Resolved, That a commission of three persons shall be appointed by the governor, with the advice and consent of the council, one of whom shall be designated by the governor as chairman, to investigate the subject of pensions. The commission shall be known as the commission on pensions, and it shall report fully and in detail the various systems under which pensions are now paid by the commonwealth and by the counties, cities and towns therein, and to what persons pensions are now being paid thereunder and the amounts thereof. The commission shall report upon the advisability of a service-pension plan under which the persons to whom pensions are granted shall make payments from their salaries or wages, or shall consent to deductions therefrom, as contributions to the fund from which pensions are to be paid, or any other plan which the commission may approve. The commission shall also consider the case of persons now receiving pensions who

are engaged in other employment, and shall also report upon the advisability of a general pension system for old age or other disability, and may report a plan or plans for such a system. The commission shall give public hearings and shall be allowed for its compensation and expenses such sums as may be approved by the governor and council. The commission shall report in print on or before January tenth, nineteen hundred and fourteen, and shall include in its report a general bill or bills regulating the pensions to be paid by the commonwealth and by the counties, cities and towns therein. [*Approved June 4, 1913.*]

CHAPTER 127.

RESOLVE TO PROVIDE FOR PRINTING THE REPORT OF THE BOARD OF EDUCATION ON PART-TIME EDUCATION.

Resolved, That there be allowed and paid out of the treasury of the commonwealth a sum not exceeding six hundred dollars, to be expended by the board of education for the printing of the special report dealing with part-time education prepared by the board under the provisions of chapter sixty-four of the resolves of the year nineteen hundred and eleven. [*Approved June 16, 1913.*]

4. ORDER.

INVESTIGATION OF WOMAN AND CHILD LABOR.

Ordered, That the speaker be directed to appoint a special committee of nine members of the house of representatives to sit during the recess of the general court and investigate the conditions under which women and children labor in the various industries and occupations; whether any of the present laws are being evaded, and, if so, how to prevent such evasions; and also to ascertain whether it is advisable to change any of the existing laws on the subject of the employment of women and minors. The committee shall have the power to summon witnesses, administer oaths and compel the production of books and papers. The committee shall give public hearings in the state house, may travel to any part of the commonwealth, and shall receive such compensation and may incur such expenses as shall be approved by the governor and council. The committee shall report to the house on the first Wednesday in January, with such recommendations as they may deem advisable. [*Adopted by House of Representatives, June 13, 1913.*]

5. RESOLUTIONS.

RESOLUTIONS RELATIVE TO AN AMENDMENT TO THE CONSTITUTION OF THE UNITED STATES GIVING CONGRESS POWER TO REGULATE THE HOURS OF LABOR.

Resolved, That the general court of the commonwealth of Massachusetts, believing that there is injustice both to industries and labor by reason of the lack of uniformity in the laws of the several states respecting hours of labor, respectfully petitions the congress of the United States that congress propose an amendment to the constitution of the United States giving congress power to regulate the hours of labor and to make the same uniform throughout the United States.

Resolved, That certified copies of these resolutions be sent by the secretary of the commonwealth to the presiding officers of both branches of congress, and to each of the senators and representatives from Massachusetts.

In House of Representatives, adopted, January 30, 1913.

In Senate, adopted, in concurrence, February 4, 1913.

RESOLUTIONS IN FAVOR OF THE ESTABLISHMENT OF AN INTERNATIONAL COMMISSION ON THE COST OF LIVING.

Resolved, That the general court of the commonwealth of Massachusetts, believing that the world-wide increase in the cost of living and the possibility of a continuance of this increase for an indefinite period is a matter of great importance, and believing that an international commission on the cost of living should be appointed to meet the urgent need to find a scientific basis for any reforms in this respect which can be accomplished by legislation, hereby approves of the effort to bring about such an international commission.

Resolved, That certified copies of these resolutions be sent by the secretary of the commonwealth to the president of the United States, to the presiding officers of both branches of congress, and to each of the senators and representatives from Massachusetts.

In Senate, adopted, January 31, 1913.

In House of Representatives, adopted, in concurrence, February 6, 1913.

RESOLUTIONS RELATIVE TO THE COST OF COAL.

Resolved, That the house of representatives of the general court of Massachusetts requests the members of congress to take such action relative to the cost of coal and the reputed shortage thereof, whether caused by mine owners or railroad companies, as will prevent unreasonable advances in the price of coal in the winter season when the needs of the people make them subject to this form of extortion; and also that congress will confer upon the commissioner of commerce and industry full power to control the price, supply and shipment of coal.

Resolved, That a copy of these resolutions be sent to the president, to the presiding officers of both branches of congress and to the senators and representatives from Massachusetts.

In House of Representatives, adopted, February 21, 1913.

6. INDEX OF BILLS AFFECTING LABOR INTRODUCED DURING THE LEGISLATIVE SESSION OF 1913.

[NOTE.—Abbreviations used are S. for Senate, H. for House, Com. for Committee, and P. D. for Public Document. References in italic type refer to the preceding pages of this Bulletin.]

CHILD LABOR.

SENATE 64. To provide for the establishment and maintenance of a free employment office for minors of the city of Boston by the school committee of said city. *See Chapter 389 on p. 17.*

SENATE 104. Relative to the employment of certain minors in factories, workshops and mercantile establishments. Labor Com. Passed by S.; referred to Com. on Bills in Third Reading in H. which reported ought not to pass; rejected by H.

SENATE 131. Relative to school attendance and to the employment of minors. Education Com. reported leave to withdraw; recommitted and H. 2459 reported.

SENATE 132. To provide for the establishment and maintenance of continuation schools and courses of instruction for the education of young persons between fourteen and sixteen years of age who are regularly employed. Education Com. reported leave to withdraw; referred to Social Welfare Com. which reported H. 2420.

SENATE 424. To facilitate the gathering of information relative to the wages of women and minors. Substituted in amendment of H. 912. *See Chapter 330 on p. 13.*

HOUSE 21. To provide for compulsory school attendance of children between the ages of seven and fifteen years. Education Com. reported H. 21 on this bill and on H. 451; referred also to Social Welfare Com.; passed by H. and rejected by S.

HOUSE 303. To provide for uniform attendance cards of illiterate minors and delivery thereof. Education Com. reported H. 1052 on this bill and on H. 1052.

HOUSE 425. Relative to part-time attendance on schools of certain young people over fourteen and under sixteen years of age. Based on H. 424 (Report and recommendations of Board of Education in compliance with chapter 64 of the resolves of 1911). Education Com. and Social Welfare Com. reported no legislation necessary.

HOUSE 426. Requiring the attendance on school of children between fourteen and sixteen years of age who are not regularly employed. Based on H. 424 (Report and recommendations of Board of Education). Education Com. and Social Welfare Com. reported no legislation necessary.

HOUSE 451. To provide for compulsory school attendance for children between the ages of seven and sixteen years. Education Com. reported H. 21 on this bill and on H. 21.

HOUSE 768. Relative to the licensing of minors to engage in certain occupations. Legal Affairs Com. reported leave to withdraw.

HOUSE 912. To facilitate the gathering of information relative to the wages of women and minors. Labor Com. Passed by H.; S. substituted S. 424.

HOUSE 1000. To regulate the labor of persons under twenty-one years of age. Social Welfare Com. reported H. 2375.

HOUSE 1050. Establishing a part-time or continuation school in the city of Boston. Education Com. and Social Welfare Com. reported leave to withdraw.

HOUSE 1052. Making the attendance of illiterate minors between the ages of sixteen and twenty-one years in a public evening school compulsory. Education Com. reported this bill on H. 303 and H. 1052. *See Chapter 467 on p. 21.*

HOUSE 1247. Relative to the attendance of children at school. Education Com. reported leave to withdraw; amended by substitution of report reference to next Legislature.

HOUSE 1368. To increase the powers and further define the duties of the Minimum Wage Commission. Social Welfare Com. reported H. 2379.

HOUSE 1425. Relative to the age for compulsory attendance in the public schools in certain cases. Education Com. reported leave to withdraw.

HOUSE 1749. To prohibit the employment of minors under sixteen years of age in factories, workshops and mercantile establishments. Social Welfare Com. reported leave to withdraw.

HOUSE 2375. To regulate the labor of minors. Reported by Social Welfare Com. on H. 1000; recommitted, and H. 2486 reported.

HOUSE 2379. To increase the powers and further define the duties of the Minimum Wage Commission. Reported by Social Welfare Com. on H. 1368. *See Chapter 673 on p. 45.*

HOUSE 2420. Relative to the establishment and maintenance of continuation schools and courses of instruction for working children. Reported by Social Welfare Com. on S. 132. *See Chapter 805 on p. 91.*

HOUSE 2459. Relative to school attendance and to the employment of minors. Reported by Education Com. on S. 131. *See Chapter 779 on p. 56.*

HOUSE 2486. To regulate the labor of minors. Reported by Social Welfare Com. on H. 2375; H. substituted H. 2525.

HOUSE 2525. To regulate the labor of minors. Substituted by H. for H. 2486. *See Chapter 831 on p. 103.*

HOUSE 2541. Resolve to provide for printing the report of the Board of Education on part-time education. *See Chapter 127 on p. 120.*

Hours of Labor.

SENATE 146. Relative to posting in country hotels notice of the hours of employment therein of women and minors. Labor Com. reported H. 2081.

HOUSE 493. Relative to the hours of employment of women and minors. Social Welfare Com. reported H. 2469.

HOUSE 494. Reducing the hours of labor of children between the ages of fourteen and sixteen. Social Welfare Com. reported leave to withdraw.

HOUSE 586. Relative to the employment of women and children in laundries. Social Welfare Com. reported leave to withdraw.

HOUSE 1567. Relative to the employment of children. Social Welfare Com. reported reference to next Legislature.

HOUSE 1808. Resolve to provide for the appointment of a commission to study

the subject of child labor in this Commonwealth. Social Welfare Com. reported ought not to pass; rejected by S.

HOUSE 2081. Relative to posting in country hotels notices of the hours of employment therein of women and minors. Reported by Labor Com. on S. 146; H. amended by H. 2104.

HOUSE 2104. Relative to posting in country hotels notice of the hours of employment of women and minors. Amendment of H. 2081. *See Chapter 365 on p. 16.*

HOUSE 2469. Relative to the hours of employment of women and minors. Reported by Social Welfare Com. on H. 493. Amended by both branches. *See Chapter 758 on p. 53.*

CONVICT LABOR.

SENATE 309. To provide for protecting the public health and promoting the general welfare by the reclamation of wet lands. Social Welfare Com. Referred to Ways and Means H. Com. which reported new draft, H. 2319.

HOUSE 122. Relative to the employment of prisoners. Social Welfare Com. reported ought to pass; Counties Com. reported new draft, H. 2294.

HOUSE 247. Relative to the use of prison made goods by the public institutions of the towns. Based on H. 245 (Recommendations of the Board of Prison Commissioners). *See Chapter 724 on p. 51.*

HOUSE 2294. Relative to the employment of prisoners in reclaiming and cultivating land. New draft of H. 122 reported by Counties Com. *See Chapter 633 on p. 34.*

HOUSE 2319. To provide for the reclamation of wet lands. New Draft of S. 309 reported by Ways and Means H. Com.; Com. on Bills in Third Reading substituted H. 2360 in amendment.

HOUSE 2360. To provide for the reclamation of wet lands. Substituted in amendments of H. 2319 by Com. on Bills in Third Reading. *See Chapter 759 on p. 54.*

COST OF LIVING.

SENATE 99. Resolutions in favor of the establishment of an international commission on the cost of living. Federal Relations Com. Adopted by both branches.

SENATE 235. To authorize the incorporation of certain co-operative associations. Mercantile Affairs Com. reported S. 445.

SENATE 273. To enlarge the powers and duties of the attorney-general. H. 2235 substituted for Joint Judiciary Com. report leave to withdraw.

SENATE 323. Relative to the sale of coal at retail. Mercantile Affairs Com. reported leave to withdraw.

SENATE 445. Relative to the incorporation and management of co-operative associations with a capital stock not exceeding ten thousand dollars. Reported by Mercantile Affairs Com. on S. 235. *See Chapter 447 on p. 20.*

HOUSE 20. Resolve to provide for an amendment of the constitution authorizing the General Court to allow cities and towns to purchase and sell to their inhabitants the necessities of life. Bill substituted for report leave to withdraw of Constitutional Amendments Com.; agreed to by H.; rejected by S.

HOUSE 38. Resolve directing the Attorney-General to take certain steps in

respect to the prices of milk, eggs, butter and other articles. Joint Judiciary Com. reported leave to withdraw.

HOUSE 67. To authorize the Commonwealth and its cities and towns to exercise unusual powers, because of present exigency, for promoting the general welfare and especially in the purchase and sale of fuel. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 380. Relative to the sale of coal at retail. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 551. To provide for investigations by the Attorney-General of the rise in prices of the necessities of life. Joint Judiciary Com. reported leave to withdraw.

HOUSE 565. Relative to the housing of coal. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 566. Relative to certain returns to be made by dealers in coal. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 750. To regulate the sale and distribution of articles of merchandise. Joint Judiciary Com. reported ought to pass; passed by H., and rejected by S.

HOUSE 774. Relative to the raising of the prices of coal by dealers. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 777. Relative to the sale of coal by the ton. Mercantile Affairs Com. reported leave to withdraw; recommitted, reported ought not to pass; rejected by H.

HOUSE 1108. To require coal dealers to give twenty-five pounds net in each bag of fuel. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 1152. To enable cities and towns to provide against shortages in the supply of fuel and against the charge of exorbitant prices therefor. Municipal Finance Com. reported leave to withdraw.

HOUSE 1308. To establish the coal commission. Mercantile Affairs Com. reported reference to next Legislature.

HOUSE 1422. To authorize the city of Fall River to acquire and rent suitable structures for a municipal market. *See Chapter 438 on p. 18.*

HOUSE 1500. To provide for a metropolitan system of public markets. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 1637. Resolutions on the cost of coal. Federal Relations Com. Adopted by H.

HOUSE 1639. Resolution requesting Congress to pass a law providing for public ownership and operation of the coal mines. Bill substituted for report leave to withdraw by Federal Relations Com. Adopted by H.; rejected by S.

HOUSE 2235. To enlarge the powers and duties of the Attorney-General. Substituted for S. 273; new draft, H. 2317, reported by Ways and Means H. Com.

HOUSE 2317. To enlarge the powers and duties of the Attorney-General. New Draft of H. 2235 reported by Ways and Means H. Com. *See Chapter 709 on p. 50.*

EMPLOYMENT AND EMPLOYMENT AGENCIES.

Employment.

SENATE 49. Relative to lamplighters lighting the lamps in the streets, alleys, public grounds and parks of the city of Boston. *See Chapter 344 on p. 13.*

SENATE 139. To prohibit the discharge of employees for absence on religious grounds. Legal Affairs Com. reported reference to next Legislature.

SENATE 175. Relative to the use of intoxicating liquor by certain railroad and street railway employees. Railroads Com. reported leave to withdraw.

SENATE 207. To limit the power of school committees to discharge employees for the exercise of certain constitutional rights. Education Com. substituted S. 469.

SENATE 469. To limit the powers of school committees in restraining or discharging teachers in the exercise of certain rights. Substituted by Education Com. for S. 207. *See Chapter 628 on p. 33.*

SENATE 540. To provide a tenure of service for certain teachers in the public schools. Amendment of H. 2271; passed by both branches; vetoed by Governor (H. 2547); H. sustained veto, 106 yeas, 59 nays; reconsidered and passed over veto, 130 yeas, 53 nays; S. sustained veto, 16 yeas, 17 nays. Bill failed.

House 2547. Veto of Governor on Senate 540.

EXECUTIVE DEPARTMENT, BOSTON, June 3, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval Senate Bill No. 540, being An Act to Provide a Tenure of Service for Certain Teachers in the Public Schools.

The public schools of Massachusetts have reached their present remarkable development under a system which has received concrete expression in Chapter 43 of the Revised Laws.

Under this chapter teachers are in general elected by the local school committees. This law places the school committee in a position of responsibility and power. Its most important duty consists in the selection of competent teachers, in order to maintain the schools at the highest obtainable point of efficiency. For this purpose also teachers may be dismissed from employment by the committee.

In short, the efficiency of our teaching force is maintained, and must be maintained, by a sort of weeding-out process, whereby teachers whose usefulness has diminished may be promptly eliminated.

In substance, the proposed bill now provides that five years of consecutive employment of any teacher by the school committee of a city or town shall establish his right to continued employment during good behaviour and efficiency, and prohibits his removal until charges have been preferred and a hearing given.

This bill will make it practically impossible for a school committee to dismiss a teacher who has completed five years of service. Inasmuch as a teacher under this bill cannot be discharged except on certain rigidly defined lines, it is obvious that the gradual letting down of his efficiency will not lead to his dismissal, because this sort of personal deterioration is insidious and cannot be expressed in technical charges supported by affidavits, such as would hold in a case at law.

A teacher will, therefore, be virtually assured of permanent employment, and his incentive to keep himself thoroughly abreast of the latest advances in his profession will be lost.

I am advised by the highest authorities in our educational field that this bill, if approved, will accomplish a distinct demoralization of the school system in certain towns and cities of the State. School committees are elected for the pur-

pose of administering a school system; but under this bill their subordinates, the teachers themselves, would be rendered very largely independent of the committee; for only in extreme cases would formal charges be drawn up as required by this bill, in the event of a teacher's inefficiency becoming marked.

I realize that this bill is in a way an application of the principles of civil service to our public schools. With the fundamental purpose of the civil service I am in sympathy. One of its principal provisions is to prevent the removal of public servants for political reasons. But the effect of this bill would be to maintain in the public service persons who had become inefficient, but against whom a presentation of formal charges would be difficult if not impracticable. In fact the basic weakness of the civil service at its best is its tendency to protect the inefficient when once vested with office; and I would not favor the extension of the civil service principle, especially to our public schools, until it had been rendered more adaptable to the practical requirements of the public service.

I call attention also to Section 8, which provides that the question of accepting or rejecting this measure shall be placed before the people of the various towns and cities on the ballot, but the form of the question is merely as follows:

Shall an act to provide a tenure of service for certain teachers in the public schools be accepted?

No definition is to be given of the act; no information in regard to its terms and conditions is submitted to the voter. A referendum of this kind is vicious for it acts only in one way. It enables a very small minority who are personally interested in a measure to secure its acceptance at the polls, inasmuch as those who are not in touch with its provisions naturally omit to vote.

Such a referendum, to be effective, should provide that every voter shall have before him the full text of the measure to be voted upon, even if this plan necessitates the mailing of such document to every individual voter in the community, or its official distribution in any other practicable way. I have called attention before to the fact that a referendum ballot, unaccompanied by explicit explanations as to the meaning and results of the ballot, is not a proper use to make of the principle of the referendum.

EUGENE N. FOSS.

HOUSE 184. Relative to the employment of public school teachers through the Board of Education. *See Chapter 205 on p. 9.*

HOUSE 359. To establish grades by salaries of clerks and stenographers employed in the departments of the Commonwealth. Based on H. 356 (Recommendations of Civil Service Commission). Public Service Com. No standing.

HOUSE 466. To authorize additional work upon State highways in times of industrial distress. Labor Com. reported ought to pass. Ways and Means H. Com. reported ought not to pass; rejected by H.

HOUSE 487. Relative to building inspectors and building commissioners. Public Service Com. reported ought to pass; H. referred to next Legislature.

HOUSE 587. Resolve relative to the employment of inmates of State insane asylums. Social Welfare Com. reported reference to next Legislature.

HOUSE 631. To provide a tenure for certain teachers in the public schools. Education Com. substituted H. 2271.

HOUSE 749. To enable school teachers to maintain an action for wrongful discharge. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 1189. Relative to the appointment and removal of officials having charge of the designing, construction and maintenance of public works in the cities and towns of the Commonwealth (except in the city of Boston). Public Service Com. reported leave to withdraw.

HOUSE 1544. To provide for the reinstatement of certain persons discharged from the service of the Commonwealth or of any city or town. Public Service Com. reported leave to withdraw.

HOUSE 1550. To give to veterans of the Spanish-American war preference in the labor service of cities and towns. Public Service Com. reported leave to withdraw.

HOUSE 1928. Resolution requesting the secretary of the navy to provide employment for the workmen at the Charlestown Navy Yard. Federal Relations Com. reported H. 2122.

HOUSE 2122. Resolutions relative to the equipment of the Charlestown Navy Yard. Reported on H. 1928 by Federal Relations Com.; adopted by both branches.

HOUSE 2140. Relative to the preparation and printing of lists of State officials and employees with their salaries or compensation. *See Chapter 534 on p. 25.*

HOUSE 2271. To provide a tenure for certain teachers in the public schools. Substituted for H. 631; S. amended by substituting S. 540.

Employment Agencies.

SENATE 64. To provide for the establishment and maintenance of a free employment office for minors of the city of Boston by the school committee of said city. *See Chapter 389 on p. 17.*

SENATE 353. To provide for the supervision of public and private employment offices. Reported by Legal Affairs Com. on S. 353, H. 377, H. 920, and H. 1689; Ways and Means S. Com. reported reference to next Legislature.

HOUSE 183. Relative to the obtaining of positions by school teachers. Based on H. 180 (Recommendations of the Board of Education). *See Chapter 368 on p. 17.*

HOUSE 377. Relative to intelligence and employment offices. Legal Affairs Com. reported S. 353 on this bill and on H. 920, H. 1689, and S. 353.

HOUSE 920. Relative to the maintenance of intelligence offices. Legal Affairs Com. reported S. 353 on this bill and on H. 377, H. 1689, and S. 353.

HOUSE 1340. Relative to the employment of help in State institutions. Public Service Com. reported reference to next Legislature.

HOUSE 1479. To provide for the establishments of a free employment bureau in the city of Lawrence. Legal Affairs Com. Referred to Joint Ways and Means Com. which reported reference to next Legislature.

HOUSE 1689. To establish the State board of employment and to provide for the supervision of public and private employment offices. Legal Affairs Com. reported S. 353 on this bill and on H. 377, H. 920, and S. 353.

HEALTH AND SAFETY.

SENATE 51. Relative to controlling or lessening the hazard from conflagration in the city of Boston. Metropolitan Affairs Com. reported reference to next Legislature on this bill and on H. 11, H. 285, and H. 288.

SENATE 83. To require the Boston Elevated Railway Company to guard and protect the third rail wherever used on the system. Street Railways Com. reported leave to withdraw.

SENATE 138. To consolidate the Boiler Inspection Department of the District Police and the Board of Boiler Rules. Public Service Com. reported reference to next Legislature.

SENATE 175. Relative to the use of intoxicating liquor by certain railroad and street railway employees. Railroads Com. reported leave to withdraw.

SENATE 199. Relative to buildings in Boston and to promote the safety and health of dwellers therein. Metropolitan Affairs Com. reported leave to withdraw.

SENATE 227. Relative to the lighting of factories and workshops. *See Chapter 766 on p. 55.*

SENATE 229. Relative to certain boxes and baskets used in mills and workshops where women are employed. *See Chapter 426 on p. 18.*

SENATE 329. Relative to the installation and inspection of elevators. Mercantile Affairs Com. reported S. 458.

SENATE 458. Relative to the installation, alteration and inspection of elevators, and for the appointment of a Board of Elevator Regulations. Reported by Mercantile Affairs Com. on S. 329; Com. on Bills in Third Reading amended by substituting H. 2515.

HOUSE 11. To reduce the fire hazard and to improve living conditions in tenement houses in cities. Metropolitan Affairs Com. reported reference to next Legislature on this bill and on S. 51, H. 285, and H. 288.

HOUSE 92. Relative to the marking of goods that have been held in cold storage. Public Health Com. reported leave to withdraw.

HOUSE 123. To provide against accidents from the third rail, so called, used by street and elevated railway companies. Street Railways Com. reported leave to withdraw.

HOUSE 288. Relative to automatic sprinklers in the city of Boston. Metropolitan Affairs Com. reported reference to next Legislature on this bill and on S. 51, H. 11, and H. 285.

HOUSE 295. Relative to the appointment of inspectors of mason work in cities and towns. Cities Com. reported H. 2052.

HOUSE 395. To provide for the appointment of a chief inspector of the Boiler Inspection Department of the District Police. Public Service Com. reported leave to withdraw.

HOUSE 409. To require street railway companies to equip their cars with suitable glass vestibules and air brakes. Street Railways Com. reported leave to withdraw.

HOUSE 410. To require street railway companies to equip their cars with lifting jacks and other apparatus. Street Railways Com. reported H. 2309.

HOUSE 448. Relative to the building laws of the city of Boston. *See Chapter 586 on p. 27.*

HOUSE 487. Relative to building inspectors and building commissioners. Public Service Com. Referred to Com. on Bills in Third Reading which recommended amending by substituting H. 1911. H. referred to next Legislature.

HOUSE 515. To divide the Inspection Department of the District Police into two departments and to define the respective duties of such departments. Based on H. 514 (Recommendations of the Chief of the District Police in compliance with the provisions of chapter 452, acts of 1910). *See Chapter 610 on p. 29.*

HOUSE 530. Relative to the inspection and regulation of tenement and lodging houses in the city of Lawrence. *See Chapter 212 on p. 10.*

HOUSE 555. To create a State Board of Labor and to provide for the investigation of industrial disputes. Labor Com. reported leave to withdraw.

HOUSE 589. Relative to the operation of street railway cars and the size thereof. Street Railways Com. report leave to withdraw.

HOUSE 679. To establish the salary of the clerk in the Boiler Inspection Department of the District Police. *See Chapter 480 on p. 23.*

HOUSE 802. To provide for the appointment of a chief inspector of the Boiler Inspection Department of the District Police. Public Service Com. reported leave to withdraw.

HOUSE 872. To authorize cities and towns to regulate the repair of buildings. Metropolitan Affairs Com. Rejected by H.

HOUSE 925. Relative to the operation of steam boilers. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 929. For the appointment of a commission to investigate the regulations now in force throughout the Commonwealth relative to construction, alteration and maintenance of buildings. *See Chapter 809 on p. 98.*

HOUSE 960. Relative to tenement houses in towns. Metropolitan Affairs Com. reported H. 2314.

HOUSE 1116. To revise and codify the building inspection laws of the Commonwealth. Metropolitan Affairs Com. reported H. 2243.

HOUSE 1226. Relative to tenement houses in cities. Metropolitan Affairs Com. reported H. 2470.

HOUSE 1236. Relative to the construction, alteration and maintenance of buildings in the city of Boston. *See Chapter 704 on p. 49.*

HOUSE 1287. For sanitary cleaning of machinery in printing and publishing offices. Labor Com. reported H. 2127.

HOUSE 1309. Relative to the ropes, ladders and other apparatus used by painters. Mercantile Affairs Com. reported reference to next Legislature.

HOUSE 1341. To establish the office of chief inspector of the Boiler Inspection Department of the District Police. Public Service Com. reported leave to withdraw.

HOUSE 1357. To provide for the proper manning of railroad freight trains by common carriers. Railroads Com. reported reference to next Legislature.

HOUSE 1380. To require the equipment of cars of street railway companies with devices for sanding rails. Street Railways Com. reported leave to withdraw.

HOUSE 1381. Relative to the use of devices for sanding rails on the cars of street railway companies. Street Railways Com. reported H. 2073.

HOUSE 1416. To extend to cities the act relative to tenement houses in towns. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 1499. To provide for the inspection of tanks containing compressed air for use in operating pneumatic machinery. Mercantile Affairs Com. and Ways and Means H. Com. reported H. 2340.

HOUSE 1549. Relative to the Inspector of Factories and Buildings of the District Police. *See Chapter 424 on p. 18.*

HOUSE 1565. Relative to work in tenement houses. Social Welfare Com. reported leave to withdraw.

HOUSE 1719. To amend an act to prohibit the use of suction shuttles in factories. Public Health Com. Rejected by H.

HOUSE 2052. Relative to the appointment of inspectors of mason work in cities and towns. Reported by Cities Com. on H. 295; rejected by H.

HOUSE 2073. Relative to the use of safety devices on the cars of street railway companies. Reported by Street Railways Com. on H. 1381. *See Chapter 357 on p. 15.*

HOUSE 2127. Relative to the cleaning of presses by publishers and printers. Reported by Labor Com. on H. 1287. *See Chapter 472 on p. 23.*

HOUSE 2243. To revise and codify the building inspection laws of the Commonwealth. Reported by Metropolitan Affairs Com. on H. 1116. *See Chapter 655 on p. 35.*

HOUSE 2309. To require street railway companies to equip their cars with lifting jacks and other apparatus. Reported by Street Railways Com. on H. 410. *See Chapter 598 on p. 28.*

HOUSE 2314. Relative to the construction of tenement houses in towns. Reported by Metropolitan Affairs Com. on H. 960. *See Chapter 614 on p. 32.*

HOUSE 2340. Relative to the construction and inspection of tanks containing compressed air for use in operating pneumatic machinery. New draft of H. 1499 reported by Mercantile Affairs Com. and Ways and Means H. Com. *See Chapter 629 on p. 33.*

HOUSE 2470. Relative to tenement houses in cities. Reported by Metropolitan Affairs Com. on H. 1226. *See Chapter 786 on p. 66.*

HOUSE 2515. Relative to the installation, alteration and inspection of elevators and to the appointment of a board of elevator regulations. Substituted in amendment of S. 458. *See Chapter 806 on p. 93.*

HOMESTEADS.

HOUSE 414. To provide for the exemption from taxation of buildings to the amount of two thousand dollars. Taxation Com. reported leave to withdraw.

HOUSE 820. To exempt homesteads from taxation under certain conditions. Taxation Com. reported leave to withdraw.

HOUSE 866. To provide for the creation of a local planning board in cities and towns. Social Welfare Com. reported H. 1202 on this bill, on H. 1202, and H. 2000 (Report of the Homestead Commission in accordance with acts of 1912, chapter 714).

HOUSE 1202. To provide for the establishment of local planning boards by cities and towns. Reported by Social Welfare Com. on H. 866, H. 1202, and

H. 2000 (Report of the Homestead Commission in accordance with acts of 1912, chapter 714). *See Chapter 494 on p. 24.*

HOUSE 1203. Further to enlarge and define the duties of the Homestead Commission. Social Welfare Com. and Ways and Means H. Com. reported new draft, H. 2281, on this bill, and in part on H. 1200 (Report of the Homestead Commission under acts of 1912, chapter 714).

HOUSE 2281. Further to enlarge and define the duties of the Homestead Commission. New draft of H. 1203 and H. 1200 (in part) reported by Social Welfare Com. *See Chapter 595 on p. 28.*

HOURS OF LABOR.

Holidays.

SENATE 6. To establish a legal holiday to be known as New Year's Day. Legal Affairs Com. reported leave to withdraw.

SENATE 106. To exclude the nineteenth day of April from the list of legal holidays and to provide that the thirtieth day of May shall be known as Patriots' Memorial Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 60. To make the seventeenth day of March a legal holiday to be known as Evacuation Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 339. To make New Year's Day a holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 1467. To make the nineteenth day of October a legal holiday to be known as Yorktown Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 1477. To make the first day of January a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 1688. To include in the list of legal holidays the days on which are held State primaries and elections. Legal Affairs Com. reported leave to withdraw.

Public Employees.

SENATE 8. Relative to the Saturday half holiday for laborers and mechanics of the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission. Metropolitan Affairs Com. reported reference to next Legislature.

SENATE 19. Relative to the hours of labor of public employees. Labor Com. reported H. 465 on this bill and on H. 465.

SENATE 126. To provide that police officers in the city of Chelsea and the towns of Winthrop and Revere may have one day off in every eight days. Cities Com. reported reference to next Legislature.

SENATE 341. Relative to officers and employees of the State Prison. Public Institutions Com. reported leave to withdraw.

SENATE 575. To provide for a referendum relative to an eight-hour day for city and town employees. New draft reported by Ways and Means S. Com. on H. 2424. *See Chapter 822 on p. 102.*

HOUSE 14. To provide that members of the police department of the city of Boston shall have one day off in every eight days. Cities Com. reported reference to next Legislature.

HOUSE 44. Relative to the time off for meals allowed to employees of municipal and mercantile establishments. Labor Com. reported leave to withdraw.

HOUSE 46. Relative to the hours of labor of watchmen employed by the Commonwealth. Labor Com. Referred to Ways and Means H. Com. which reported ought not to pass. Rejected by H.

HOUSE 374. To make Saturday a half holiday for laborers, workmen and mechanics employed by the Commonwealth. Labor Com. reported leave to withdraw.

HOUSE 465. To constitute eight hours a day's work for public employees. Labor Com. reported H. 465 on this bill and on S. 19; referred to Ways and Means H. Com. which reported new draft, H. 2424.

HOUSE 624. To provide that the police officers of the city of Boston shall have one day off in every seven days. Cities Com. reported leave to withdraw.

HOUSE 718. To promote health and efficiency of firemen in cities of forty thousand or more inhabitants. Cities Com. reported leave to withdraw; substituted report reference to next Legislature.

HOUSE 1174. Providing for vacations for certain employees in State institutions. Public Institutions Com. Referred to Ways and Means S. Com. which reported ought to pass; recommitted and reported reference to next Legislature.

HOUSE 1413. Relative to vacations of members of fire departments. Cities Com. reported H. 1999.

HOUSE 1999. Relative to days off for members of the fire departments of the cities of Lowell, Taunton and Northampton. Reported by Cities Com. on H. 1413. *See Chapter 318 on p. 12.*

HOUSE 2424. To provide for a referendum relative to an eight-hour day for city and town employees. Reported by Ways and Means H. Com. on H. 465 and S. 19; Ways and Means S. Com. reported new draft S. 575.

Railway Employees.

HOUSE 124. Relative to the hours of labor on the Lord's Day of employees of street railway companies. Street Railways Com. reported leave to withdraw.

HOUSE 588. To provide for a working day of not more than nine hours in eleven for motormen and conductors. Street Railways Com. reported H. 2476 on this bill and on H. 1373.

HOUSE 991. Relative to the hours of employment of women by railroad corporations. Railroads Com. reported leave to withdraw.

HOUSE 1083. To provide double-time compensation for certain employees of railroad corporations for work performed on Sundays and holidays. Labor Com. reported reference to next Legislature.

HOUSE 1195. Regulating the hours of certain employees in and about steam railroad stations. Railroads Com. reported leave to withdraw.

HOUSE 1196. Relative to the hours of labor of employees of railroad corporations. Railroads Com. reported leave to withdraw.

HOUSE 1373. Relative to the hours of labor of employees of street railway companies. Street Railways Com. reported H. 2476 on this bill and on H. 588.

HOUSE 2476. Relative to the hours of labor of employees of street railway companies. Reported by Street Railways Com. on H. 588 and H. 1373; H. substituted H. 2490.

HOUSE 2490. Relative to the hours of labor of employees of street railway companies. Substituted by H. for H. 2476; reprinted as H. 2518.

HOUSE 2518. Relative to the hours of labor of employees of street railway companies. Reprint of H. 2490 as passed to be engrossed; referred to Attorney General for opinion as to legal interpretation of wording. Opinion (H. 2534) suggested as amendment, and opinion (H. 2573) reports on constitutionality. *See post pp. 160, 162.* Passed by both branches; vetoed by Governor (H. 2569); H. passed over veto, 175 yeas, 43 nays; S. passed over veto, 26 yeas, 11 nays. *See Chapter 833 on p. 116.*

House 2569. Veto of Governor on House 2518.

EXECUTIVE DEPARTMENT, BOSTON, June 14, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval House Bill 2518, being An Act Relative to the Hours of Labor of Employees of Street Railway Companies and providing substantially that a day's work of such employees shall not exceed nine hours and shall be so arranged as to be performed within eleven consecutive hours.

The bill further provides that if an employee so desires, he may, for extra compensation, work more hours than those prescribed in this act; but the employer shall not require such extra work of him and shall be punished by a fine of from one hundred to five hundred dollars for violating this act or any provision of it.

Chapter 533 of the Acts of 1912, of which the present bill is an amendment, provided that for certain employees of street and elevated railways a day's work should be constituted of nine hours and should be arranged to be performed within twelve consecutive hours. That act was approved on April 25, 1912, to go into effect January 1, 1913. It was accepted by both employers and employees as a provisional solution of all matters in controversy, with the tacit understanding that a reasonable time should be given to work out details under its provisions.

Eight days after that act went into effect a petition was filed in the House of Representatives embodying the principal features of the present bill, and this bill is obviously in response to said petition.

The law of last year stipulated a nine hours' working limit substantially in the terms of the present bill, provided, however, that if a schedule could not be so arranged as to furnish a day's work of approximately nine hours' time, one not exceeding nine and one-half hours should be arranged by schedule. The present bill, if it becomes a law, will remove this provision and compel all street and elevated railway companies to make provision for the employment of their men on a basis of nine hours' work to be performed within eleven consecutive hours.

The justification for legislation of this general character rests on the principle that the State must exert its authority to ensure the health and general welfare of its citizens. It has accordingly become recognized that the State has the right to limit the hours of labor in that unhealthful conditions have undoubtedly resulted from past failures to enforce reasonable limitations upon working time.

This bill, however, cannot well be construed as limiting the hours of labor on behalf of health because it explicitly declares that no employee concerned shall be prevented by this act from working, if he so desires, more hours than those prescribed therein. The bill leaves the employee free to work as long as he likes but restricts the employer as to the number of hours which he may require.

As to the justification for this law on general economic grounds. I am in-

formed that the employing companies affected by this bill had not had the opportunity to adjust themselves properly to the law of 1912 before this further concession was demanded.

In my judgment, the law of last year went as far as legislation of this character can well go for the present, and I take this occasion to say that I believe that those who advise the workingmen of Massachusetts in respect to these repeated demands are rapidly defeating their purposes and injuring the true interests of labor in Massachusetts by forcing their always increasing requirements faster than economic conditions in this State justify.

This present bill indicates how rapidly and with what little reason these demands are being made at the present time. At a date when the law of 1912 with respect to the employees of street railways had been in effect only eight days, this demand was made for a further change in the law which would upset the schedules of all the corporations concerned, put them to much added expense and still further act to discourage the investment of capital in these corporations.

EUGENE N. FOSS.

Miscellaneous.

SENATE 145. Fixing hours of employment of employees of express companies. Labor Com. reported leave to withdraw.

SENATE 146. Relative to posting in country hotels notice of the hours of employment therein of women and minors. Labor Com. reported H. 2081.

SENATE 230. To prohibit in manufacturing and mechanical establishments the making up of time lost on account of a legal holiday. *See Chapter 359 on p. 16.*

HOUSE 47. Relative to the hours of labor of drug clerks. Labor Com. reported leave to withdraw; recommitted, and reported new draft, H. 2242.

HOUSE 306. Resolutions relative to an amendment to the constitution of the United States giving power to Congress to regulate the hours of labor. Federal Relations Com. Adopted by both branches.

HOUSE 493. Relative to the hours of employment of women and minors. Social Welfare Com. reported H. 2469.

HOUSE 494. Reducing the hours of labor of children between the ages of fourteen and sixteen. Social Welfare Com. reported leave to withdraw.

HOUSE 586. Relative to the employment of women and children in laundries. Social Welfare Com. reported leave to withdraw.

HOUSE 1081. To regulate the hours of labor of certain employees in paper mills and other industrial establishments operated day and night. Labor Com. Rejected by S.

HOUSE 1084. To provide for one day's rest in seven. Labor Com. reported H. 2107 on this bill and on H. 1670.

HOUSE 1567. Relative to the employment of children. Social Welfare Com. reported reference to next Legislature.

HOUSE 1670. To provide for one day of rest in seven for employees in certain employments. Labor Com. reported H. 2107 on this bill and on H. 1084.

HOUSE 1808. Resolve to provide for the appointment of a commission to study the subject of child labor in this Commonwealth. Social Welfare Com. reported ought not to pass; rejected by S.

HOUSE 2081. Relative to posting in country hotels notices of the hours of

employment therein of women and minors. Reported by Labor Com. on S. 146; H. amended by H. 2104.

HOUSE 2104. Relative to posting in country hotels notice of the hours of employment of women and minors. Amendment of H. 2081. *See Chapter 365 on p. 16.*

HOUSE 2107. To provide for one day of rest in seven for employees in manufacturing and mercantile establishments. Reported by Labor Com. on H. 1084 and on H. 1670; H. 2232 substituted.

HOUSE 2232. To regulate the days of employment in certain manufacturing and mercantile establishments. Substituted for H. 2107. *See Chapter 619 on p. 32.*

HOUSE 2242. Relative to the hours of labor of pharmacists and their assistants and clerks. New draft of H. 447 reported by Labor Com. Rejected by H.

HOUSE 2469. Relative to the hours of employment of women and minors. Reported by Social Welfare Com. on H. 493. Amended by both branches. *See Chapter 758 on p. 53.*

IMMIGRATION.

SENATE 409. Resolve to provide for the appointment of a commission on immigration. Reported by Social Welfare Com. on H. 851 and on H. 1200. *See Chapter 77 (Resolves) on p. 118.*

HOUSE 641. Resolution relative to the immigration bill now pending in Congress. Federal Relations Com. reported leave to withdraw.

HOUSE 851. Resolve to provide for the appointment of an immigration commission. Social Welfare Com. reported S. 409 on this bill and on H. 1200.

HOUSE 1200. Resolve to establish a commission to inquire into the social conditions, welfare, distribution and educational opportunities of the foreign population in the State of Massachusetts. Social Welfare Com. reported S. 409 on this bill and on H. 851.

HOUSE 2230. To provide for the appointment of a foreign agent or secretary by the Board of Free Public Library Commissioners and for expenses connected therewith. State House and Libraries Com. Referred to Ways and Means H. Com. which reported new draft, H. 2387.

HOUSE 2387. To authorize the appointment by the Board of Free Public Library Commissioners of a director of educational work for aliens. New draft of H. 2230. *See Chapter 668 on p. 44.*

INDUSTRIAL EDUCATION.

HOUSE 193. Resolve to provide for the training of vocational teachers. Based on H. 180 (Recommendations of the Board of Education). Education Com. reported no legislation necessary.

HOUSE 508. Report relative to the establishment of a school for instruction in jewelry design in Taunton or Attleborough. Education Com. reported no legislation necessary.

HOUSE 637. Relative to technical and industrial education in primary and grammar schools. Education Com. reported H. 2094.

HOUSE 881. To provide for free instruction of students in the evening classes of textile schools. Education Com. reported leave to withdraw.

HOUSE 1776. Resolve to provide for certain payments to the Lowell textile

school for a term of years. Education Com. reported H. 2161, which Ways and Means H. Com. also reported ought to pass.

HOUSE 1778. Resolve to provide for additional equipment and for construction at the Lowell textile school. Education Com. reported leave to withdraw.

HOUSE 2094. Relative to technical and industrial education in primary and grammar schools. Reported by Education Com. on H. 637. Passed by H.; rejected by S.

HOUSE 2161. Resolve to provide for the maintenance of the Lowell textile school. Reported on H. 1776; recommitted and Ways and Means H. Com. reported H. 2355.

HOUSE 2355. Resolve to provide for the maintenance of the Lowell textile school. Reported on H. 2161 by Ways and Means H. Com. See Chapter 94 (Resolves).

HOUSE 2415. Report on schools for the deaf. (By Board of Education.) Education Com. reported reference to next Legislature.

INJUNCTIONS.

SENATE 589. Relative to the granting of injunctions and restraining orders by the probate courts. *See Chapter 515 on p. 24.*

HOUSE 312. To regulate the issuance of restraining orders and injunctions and procedure thereon and to limit the meaning of "conspiracy." Joint Judiciary Com. reported H. 2166 on this bill and on H. 464.

HOUSE 464. To regulate the issuing of injunctions in certain cases. Joint Judiciary Com. reported H. 2166 on this bill and on H. 312.

HOUSE 2166. Relative to the granting of injunctions and temporary restraining orders. Reported by Joint Judiciary Com. on H. 312 and H. 464. *See Chapter 515 on p. 24.*

INJURIES AND COMPENSATION.

SENATE 141. Relative to payments to employees on account of certain personal injuries. Joint Judiciary Com. reported leave to withdraw.

SENATE 239. Relative to the period of incapacity for which compensation may be paid for injuries received by certain employees. Joint Judiciary Com. reported H. 2165 on this bill and on H. 28, H. 30, H. 42, H. 373, H. 653, H. 752, and H. 903.

SENATE 250. To relieve firemen who may become incapacitated through illness contracted in service. Cities Com. reported leave to withdraw.

SENATE 270. Relative to the Massachusetts Employees Insurance Association. Insurance Com. reported reference to next Legislature.

SENATE 307. To require the reporting of certain occupational diseases. Joint Judiciary Com. reported H. 2385 on this bill and on H. 321, H. 495, H. 1201, H. 1748, H. 1977 (Governor's message recommending consolidation of Industrial Accident Board and Board of Labor and Industries), and H. 1978 (Report of the Commission on Economy and Efficiency in accordance with acts of 1912, chapter 719, section 8, recommending consolidation of the Industrial Accident Board with the State Board of Labor and Industries).

SENATE 318. To expedite trials of suits for recovery of damages for death caused by negligence. *See Chapter 290 on p. 11.*

SENATE 361. Relative to expenditures of the industrial accident board. Substituted for H. 1774. *See Chapter 48 on p. 9.*

SENATE 457. Relative to the application of the workmen's compensation act to certain persons. Reported by Joint Judiciary Com. on H. 1077. *See Chapter 568 on p. 27.*

SENATE 494. Relative to the amount to be paid under the workmen's compensation act in cases of certain specified injuries. *See Chapter 696 on p. 48.*

SENATE 559. Relative to the reports required in respect to industrial accidents. Substituted for H. 906. *See Chapter 746 on p. 52.*

SENATE 576. Amendment of H. 2468 (To prevent industrial accidents and occupational diseases) reported by Ways and Means S. Com. on H. 2468. *See Chapter 813 on p. 98.*

HOUSE 16. Relative to the payment of wages to incapacitated employees of the city of Boston. Cities Com. reported reference to next Legislature.

HOUSE 27. Relative to the recovery of damages under the workmen's compensation act. Joint Judiciary Com. reported H. 29 on this bill and on H. 29.

HOUSE 28. Relative to medical and hospital services under the workmen's compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 30, H. 42, H. 373, H. 653, H. 752, and H. 903.

HOUSE 29. Relative to the legal liability for injuries under the workmen's compensation act. Joint Judiciary Com. reported H. 29 on this bill and on H. 27. *See Chapter 448 on p. 21.*

HOUSE 30. Relative to compensation for injuries to employees under the workmen's compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 42, H. 373, H. 653, H. 752, and H. 903.

HOUSE 35. To restore to injured employees their rights under the common law and employers' liability. Joint Judiciary Com. reported leave to withdraw.

HOUSE 42. Relative to the time during which medical and hospital services shall be furnished under the workmen's compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 30, H. 373, H. 653, H. 752, and H. 903.

HOUSE 43. Relative to the amount to be paid under the workmen's compensation act in cases of certain specified injuries. *See Chapter 445 on p. 19.*

HOUSE 204. Relative to the issuing of policies insuring against accidental bodily injury or disease. Based on H. 202 (Recommendations of Insurance Commissioner). Insurance Com. reported reference to next Legislature.

HOUSE 321. Relative to occupational diseases. Joint Judiciary Com. reported H. 2385 on this bill and on S. 307, H. 495, H. 1201, H. 1748, H. 1977 (Governor's message recommending consolidation of Industrial Accident Board and Board of Labor and Industries) and H. 1978 (Report of the Commission on Economy and Efficiency).

HOUSE 373. Relative to payments to employees for personal injuries received in the course of their employment under the workingmen's compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 30, H. 42, H. 653, H. 752, and H. 903.

HOUSE 495. Resolve to provide for an investigation by the State Board of Labor and Industries on the conditions of health and safety in industries. Joint

Judiciary Com. reported H. 2385 on this bill and on S. 307, H. 321, H. 1201, H. 1748, H. 1977, and H. 1978.

HOUSE 653. Relative to payments under the employees' compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 30, H. 42, H. 373, H. 752, and H. 903.

HOUSE 747. Relative to proof of contributory negligence in actions for the recovery of damages for injuries. Joint Judiciary Com. reported leave to withdraw; reconsidered, and H. substituted H. 2163.

HOUSE 752. Relative to the payment of compensation under the workmen's compensation act. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 30, H. 42, H. 373, H. 653, and H. 903.

HOUSE 755. Relative to records of injuries to employees in factories. *See Chapter 333 on p. 13.*

HOUSE 903. Relative to the compensation of employees who are injured in the course of their employment. Joint Judiciary Com. reported H. 2165 on this bill and on S. 239, H. 28, H. 30, H. 42, H. 373, H. 653, and H. 752.

HOUSE 906. In reference to notices required in connection with industrial accidents. Joint Judiciary Com. Passed by H.; S. substituted S. 559.

HOUSE 1077. Relative to the application of the workmen's compensation act to certain persons. Joint Judiciary Com. reported S. 457.

HOUSE 1201. Resolve to provide for a commission to determine upon a plan for compensation or insurance of employees for vocational diseases. Joint Judiciary Com. reported H. 2385 on this bill and on S. 307, H. 321, H. 495, H. 1748, H. 1977, and H. 1978.

HOUSE 1278. To authorize the industrial accident board to make rules and regulations for compensation to employees for personal injuries received in the course of their employment. Joint Judiciary Com. reported H. 2209.

HOUSE 1446. To amend the law relative to payments to employees for personal injuries received in the course of their employment. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1447. Relative to procedure under the workmen's compensation act. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1448. Relative to medical attendance and hospital service for injured employees. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1449. Relative to medical services furnished under the employees' compensation act. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1665. To authorize the industrial accident board to appoint investigators. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 1666. To allow an employee of a subscriber to withdraw his acceptance of the workmen's compensation act and claim his common law rights. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1748. To prevent occupational diseases. Joint Judiciary Com. reported H. 2385 on this bill and on S. 307, H. 321, H. 495, H. 1201, H. 1977, and H. 1978.

HOUSE 1774. Relative to the expenditures of the industrial accident board. Ways and Means H. Com. Passed by H.; S. substituted S. 361.

HOUSE 2163. Relative to proof of contributory negligence in actions for the recovery of damages for death. Substituted by H. for H. 747; passed by H.; rejected by S.

HOUSE 2165. Relative to compensation for injuries to employees under the workmen's compensation act. Reported by Joint Judiciary Com. on S. 239, H. 28, H. 30, H. 42, H. 373, H. 653, H. 752, and H. 903. Passed by H.; rejected by S.

HOUSE 2209. To provide additional methods of compensating employees for personal injuries received in the course of their employment. Reported on H. 1278 by Joint Judiciary Com.; Com. on Bills in Third Reading reported reference to next Legislature.

HOUSE 2217. To provide for compensating public employees for injuries sustained in the course of their employment. Joint Judiciary Com. Referred to Ways and Means H. Com. which reported H. 2391 on this bill and on H. 2218.

HOUSE 2218. To extend the provisions of the workmen's compensation act to employees of counties, cities and towns. Joint Judiciary Com. Referred to Ways and Means H. Com. which reported H. 2391 on this bill and on H. 2217.

HOUSE 2385. To prevent industrial accidents and occupational diseases. Reported by Joint Judiciary Com. on S. 307, H. 321, H. 495, H. 1201, H. 1748, H. 1977 (Governor's message recommending consolidation of Industrial Accident Board and Board of Labor and Industries), and H. 1978 (Report of the Commission on Economy and Efficiency in accordance with acts of 1912, c. 719, § 8). Ways and Means H. Com. substituted H. 2468 in amendment.

HOUSE 2391. To provide for compensating certain public employees for injuries sustained in the course of their employment. Reported on H. 2217 and H. 2218; Ways and Means H. Com. reported H. 2458 in amendment.

HOUSE 2458. To provide for compensating certain public employees for injuries sustained in the course of their employment. Reported by Ways and Means H. Com. in amendment of H. 2391. *See Chapter 807 on p. 96.*

HOUSE 2468. To prevent industrial accidents and occupational diseases. Substituted by Ways and Means H. Com. in amendment of H. 2385; passed by H.; referred to Ways and Means S. Com. which amended by substituting S. 576.

LABOR DISPUTES.

SENATE 224. Relative to the State Board of Conciliation and Arbitration. Reported by Joint Judiciary Com. on S. 224, H. 1464 and H. 1671. *See Chapter 444 on p. 19.*

SENATE 228. Relative to the arbitration of industrial disputes. Labor Com. reported H. 2082 on this bill and on H. 553, H. 1672, and H. 1693.

SENATE 589. Relative to the granting of injunctions and restraining orders by the probate courts. *See Chapter 515 on p. 24.*

HOUSE 45. Relative to the employment of non-residents during strikes. Labor Com. reported leave to withdraw.

HOUSE 311. To allow peaceful persuasion. Joint Judiciary Com. reported H. 2210 on this bill and on H. 370, and H. 904.

HOUSE 370. To allow peaceful communications with applicants for positions during strikes, lockouts and other labor disputes. Joint Judiciary Com. reported H. 2210 on this bill and on H. 311, and H. 904.

HOUSE 553. To extend the powers of the State Board of Conciliation and Arbitration. Labor Com. reported H. 2082 on this bill and on S. 228, H. 1672, and H. 1693.

HOUSE 554. To permit publication of facts in disputes in labor controversies. Labor Com. Passed by H.; rejected by S.

HOUSE 555. To create a State Board of Labor and to provide for the investigation of industrial disputes. Labor Com. reported leave to withdraw.

HOUSE 754. To alter and amend the laws relating to labor. Labor Com. reported leave to withdraw.

HOUSE 904. To allow peaceful communications with applicants for positions during labor disputes. Joint Judiciary Com. reported H. 2210 on this bill and on H. 311, and H. 370.

HOUSE 1274. To prohibit strikes or lockouts to enforce illegal demands. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1464. Relative to the duties and powers of the State Board of Conciliation and Arbitration. Joint Judiciary Com. reported S. 224 on this bill, on H. 1671, and S. 224.

HOUSE 1663. Relative to the intimidation of employees. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1671. Regarding witnesses before the State Board of Conciliation and Arbitration. Joint Judiciary Com. reported S. 224 on this bill, on H. 1464, and S. 224.

HOUSE 1672. To provide further for investigations of industrial difficulties. Labor Com. reported H. 2082 on this bill and on S. 228, H. 553, and H. 1693.

HOUSE 1693. To provide for the appointment of boards to investigate industrial disputes. Labor Com. reported H. 2082 on this bill and on S. 228, H. 553, and H. 1672.

HOUSE 2082. Relative to the investigation of industrial controversies by the State Board of Conciliation and Arbitration. Reported by Labor Com. on S. 228, H. 553, H. 1672, and H. 1693. Amended; Conference Coms. failed to agree and bill failed.

HOUSE 2210. To permit peaceful persuasion. Reported by Joint Judiciary Com. on H. 311, H. 370 and H. 904; Com. on Bills in Third Reading amended by substituting H. 2370.

HOUSE 2305. Report of committee appointed to investigate threatened strike of telephone employees. Report accepted by H.

HOUSE 2370. To state the extent to which peaceful persuasion is permitted. Substituted by Com. on Bills in Third Reading in amendment of H. 2210. *See Chapter 690 on p. 47.* (Law without approval.)

LABOR ORGANIZATIONS.

HOUSE 463. To exempt labor organizations and the members thereof from civil and criminal liability in certain cases. Joint Judiciary Com. reported leave to withdraw.

LICENSES.

SENATE 66. Relative to special licenses of engineers and firemen. *See Chapter 209 on p. 10.*

SENATE 578. Amendment of H. 2453 (To regulate the occupation of barbering and to create a board of examiners for the licensing of barbers) reported ought

to pass by Ways and Means S. Com. Passed by both branches; vetoed by Governor (H. 2570); veto sustained by H., 120 yeas, 84 nays.

House 2570. Veto of Governor on Senate 578.

EXECUTIVE DEPARTMENT, BOSTON, June 18, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval Senate Bill 578, An Act to Establish a Board of Registration of Barbers.

In my judgment, this bill is too far-reaching and would impose serious hardships upon those seeking to earn a living through the barber's trade.

I recognize the imperative necessity of protecting the public from unsanitary conditions in barber shops, but I would direct the attention of the Legislature to the regulations already enforced by local boards of health and to the authority now vested in such boards under our statutes to issue such regulations.

I attach hereto, for example, a copy of the regulations which were issued, under date of June 7, 1912, by the Boston Health Department. Other towns and cities within the Commonwealth in which adequate regulations are not now enforced owe it to themselves to set these matters right of their own initiative without looking to the General Court.

If this bill were to become a law it would impose the following restrictions upon those who wished to take up the work of a barber, in addition to the requirement of registration by the board. The applicant would have to be at least eighteen years of age and would have had to study the business of barbering for a period of two years as an apprentice or one year as a student in a school under the instruction of a qualified barber; or he would have had to study as an apprentice or practice as a barber in another state for a period of not less than three years.

I believe that these restrictions are unnecessary and that it is unwise to impose legislative handicaps and restrictions upon any honest trade or vocation unless such restriction is clearly demonstrated to be necessary in the interests of the public.

EUGENE N. FOSS.

HOUSE 70. Relative to the licensing of elevator employees and to the age of such employees. Mercantile Affairs Com. reported H. 2297 on this bill and on H. 1109.

HOUSE 72. Relative to granting licenses to engineers and firemen. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 390. To amend the law regulating the practice of dentistry. Public Health Com. reported leave to withdraw.

HOUSE 563. Relative to granting licenses to engineers and firemen. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 571. To regulate the occupation of barbering and to create a board of examiners for the licensing of barbers. Public Health Com. referred to Ways and Means H. Com. which reported H. 2350 ought not to pass.

HOUSE 768. Relative to the licensing of minors to engage in certain occupations. Legal Affairs Com. reported leave to withdraw.

HOUSE 966. Relating to the licensing of cooks and bakers. Public Health Com. reported leave to withdraw.

HOUSE 969. Relative to assistants in dental offices. Public Health Com. reported leave to withdraw.

HOUSE 976. Relative to the registration of persons, firms or corporations designing to install wiring or apparatus for electrical light, heat or power purposes within buildings in cities and towns. Public Lighting Com. reported reference to next Legislature.

HOUSE 1109. To provide for the registration and licensing of operators of elevators. Mercantile Affairs Com. reported H. 2297 on this bill and on H. 70.

HOUSE 1112. Perfecting certain regulations concerning the operation of moving picture machines. Mercantile Affairs Com. reported H. 1897.

HOUSE 1156. Relative to the practice of dentistry. Public Health Com. reported reference to next Legislature.

HOUSE 1363. Relative to the age of operators of motor vehicles. Roads and Bridges Com. reported leave to withdraw.

HOUSE 1538. Relative to the regulation and licensing of laundries. Public Health Com. reported leave to withdraw.

HOUSE 1897. Relative to the licensing of operators of moving picture machines. Reported by Mercantile Affairs Com. on H. 1112; recommitted, and new draft, H. 2130, reported.

HOUSE 2130. Relative to the operation of the cinematograph and similar apparatus. New draft of H. 1897; recommitted, and new draft, H. 2320, reported.

HOUSE 2297. Relative to the licensing of operators of passenger elevators. Reported by Mercantile Affairs Com. on H. 70 and on H. 1109. *See Chapter 714 on p. 51.*

HOUSE 2320. Relative to the use of the cinematograph and similar apparatus. New draft of H. 2130. Passed by both branches; vetoed by Governor (H. 2531); H. sustained veto, 106 yeas, 109 nays.

House 2531. Veto of Governor on House 2320.

EXECUTIVE DEPARTMENT, BOSTON, May 29, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval House Bill No. 2320, introduced on the petition of the American Federation of Labor, and being an Act Relative to the Use of the Cinematograph and similar Apparatus.

I call your attention earnestly to the following provisions of this measure:—first, that nobody shall operate certain moving picture apparatus without a first class license from the State Police, nor obtain such a license without having first held a second class license; second, that nobody shall hold a second class license (giving the right to operate such an apparatus only in the presence of the holder of a first class license) unless he has been employed for six months as an assistant under the holder of a first class license; and third, that nobody can become an

assistant within the meaning of this section of the act except upon the endorsement of the holder of a first class license.

Persons who have operated such apparatus under a license previously issued by the State Police may, under certain conditions, however, obtain a first class license, and this provision applies also to persons who have operated such apparatus outside the Commonwealth for a period of six months, providing they pass the examination of the State Police.

The significance of these provisions is very notable, and the underlying principle of this act, if approved and placed upon the statutes, will be revolutionary in respect to the industrial future of Massachusetts.

The bill declares that the vocation of operating moving picture machines in this State shall rest only in the hands of persons now eligible to operate them under our laws or of other persons whom they shall specify and definitely nominate and select. The exception noted allows persons from other States to come here and operate machines without having subscribed to the terms of this bill; and conversely it will compel citizens of this State, desiring to enter this line of work but unable to secure permission from those now engaged in it, to go to some other State.

I trust that the attention of the Legislature will be again given, with deep and earnest study, to the provisions of this bill, and that the entire public of the Commonwealth will also take immediate cognizance thereof.

The Constitution of Massachusetts declares in its preamble that the end of government, in its institution, its maintenance and its administration, is to furnish the individuals who compose it with the power of enjoying in safety and tranquility their natural rights.

In this bill the policy of the Commonwealth would be turned directly counter to the fundamental principles of personal liberty and equality of opportunity which are the safeguards of the State, and which it is our duty to maintain.

If this bill becomes a law, then, no man can possess the right to the particular means of livelihood involved unless he first secures the permission of the men already qualified and engaged in such occupation.

This is precisely as if the bill should say that no one could become a farmer in Massachusetts without first securing the permission of other farmers, or that no one could operate a store without the permission of other merchants; or earn his living as a machinist without the permission of organized machinists.

Insofar as the bill provides that nobody shall operate a particular and dangerous class of apparatus unless duly certified thereto by the State Police, I am in sympathy with it. In fact our existing laws contain this requirement. Insofar as the bill requires that nobody shall operate such a machine without the additional sanction of those already interested in this particular business, I am unalterably opposed to it.

The bill, in my judgment, is a dangerous piece of legislation, for if we recognize this principle in legislation then it will undoubtedly form a basis for other repressive measures, vastly greater in their scope.

EUGENE N. FOSS.

HOUSE 2350. To regulate the occupation of barbering and to create a board of examiners for the licensing of barbers. Reported on H. 571 by Ways and Means

H. Com. ought not to pass; rejection negatived and new draft, H. 2453, reported in amendment.

HOUSE 2453. To regulate the occupation of barbering and to create a board of examiners for the licensing of barbers. New draft of H. 2350, as amended; Ways and Means S. Com. reported S. 578 in amendment.

LOANS.

HOUSE 510. Relative to the rate of interest in the business of making small loans. Based on H. 509 (Extract from annual report of the Supervisor of Loan Agencies). Legal Affairs Com. reported reference to next Legislature.

HOUSE 511. Relative to prosecutions under the act regulating the business of making small loans. Based on H. 509 (Extract from annual report of the Supervisor of Loan Agencies). *See Chapter 347 on p. 14.*

HOUSE 512. Resolve to provide for additional copies of the report of the Supervisor of Loan Agencies. Based on H. 509 (Extract from annual report of the Supervisor of Loan Agencies). *See Chapter 58 (Resolves).*

MECHANICS' LIENS.

SENATE 150. Resolve for a commission to revise the partition laws. Joint Judiciary Com. recommended adoption of House Order of March 20 on this bill and on H. 36, H. 501, H. 503, H. 599, H. 600, H. 751, H. 1271, and H. 1668. Referred to Joint Com. on Rules which reported ought not to be adopted; rejected by H.

HOUSE 36. To enable laborers, workmen and mechanics to recover for their wages. *See S. 150.*

HOUSE 501. Relative to mechanics' liens. *See S. 150.*

HOUSE 503. To provide court procedure for the foreclosure of the right of exemption from collectors' deeds and takings and to extend the time for redemption. *See S. 150.*

HOUSE 599. Relative to the priority of certain mortgages over liens. *See S. 150.*

HOUSE 600. Relative to the priority of certain mortgages over liens. *See S. 150.*

HOUSE 751. Relative to liens on buildings and other property. *See S. 150.*

HOUSE 1092. To provide for the recording of conditional bills of sale, leases and the like. Legal Affairs Com. No standing.

HOUSE 1271. Relative to liens of material, men and laborers and mechanics on real property. *See S. 150.*

HOUSE 1668. Relative to mechanics' liens. *See S. 150.*

PENSIONS.

Firemen.

SENATE 511. Relative to pensioning permanent and call members of fire departments in cities. Substituted in amendment of H. 867 and H. 1412. *See Chapter 697 on p. 48.*

HOUSE 864. To make certain officers and operators employed in the fire depart-

ment of the city of Boston members thereof. Cities Com. reported leave to withdraw.

HOUSE 867. Relative to pensioning members of the fire department in cities and towns except Boston. S. 511 substituted in amendment of this bill and of H. 1412 for report by Cities Com. reference to next Legislature.

HOUSE 1038. Relative to pensioning members of the fire department of the city of Boston. Cities Com. reported H. 1038 on this bill and on H. 1046. *See Chapter 800 on p. 91.*

HOUSE 1046. Relative to the retirement of members of the Boston fire department. Cities Com. reported H. 1038 on this bill and on H. 1038.

HOUSE 1412. Relative to pensioning call members of the fire department in cities and towns except Boston. S. 511 substituted in amendment of this bill and of H. 867 for report by Cities Com. reference to next Legislature.

HOUSE 1620. To provide for pensioning certain employees of fire departments in cities. Cities Com. reported leave to withdraw.

HOUSE 2491. Relative to the members of the police and fire departments of the city of Boston who were formerly in the service of the town of Hyde Park. *See Chapter 770 on p. 55.*

Old Age.

SENATE 136. To permit life insurance companies to pension certain employees. Insurance Com. reported H. 2292 on this bill and on H. 899.

SENATE 180. To provide for a system of old age pensions. Social Welfare Com. reported H. 2306 on this bill and on H. 59, H. 405, H. 406, H. 492, H. 1372, H. 1566, H. 1746, and H. 1747.

HOUSE 59. Resolve providing for the appointment of a commission on pensions to devise a comprehensive system of State, county and municipal pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 405, H. 406, H. 492, H. 1372, H. 1566, H. 1746, and H. 1747.

HOUSE 405. To provide for a system of old age pensions. Social Welfare Com. reported H. 2306 on this bill and on H. 59, H. 406, H. 492, H. 1372, H. 1566, H. 1746, H. 1747, and S. 180.

HOUSE 406. To establish a system of old age pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 492, H. 1372, H. 1566, H. 1746, and H. 1747.

HOUSE 492. To establish a system of pensions for aged persons. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 406, H. 1372, H. 1566, H. 1746, and H. 1747.

HOUSE 899. Relative to domestic insurance companies. Insurance Com. reported H. 2292 on this bill and on S. 136.

HOUSE 1372. To provide for old age pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 406, H. 492, H. 1566, H. 1746, and H. 1747.

HOUSE 1566. To establish a permanent commission on old age insurance and pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 406, H. 492, H. 1372, H. 1746, and H. 1747.

HOUSE 1746. To establish an old age pension fund and a system of non-con-

tributory old age pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 406, H. 492, H. 1372, H. 1566, and H. 1747.

HOUSE 1747. Resolve to provide for an investigation of the subject of old age pensions. Social Welfare Com. reported H. 2306 on this bill and on S. 180, H. 59, H. 405, H. 406, H. 492, H. 1372, H. 1566, and H. 1746.

HOUSE 2292. To authorize insurance companies to pension employees. Reported by Insurance Com. on S. 136 and on H. 899. *See Chapter 613 on p. 31.*

HOUSE 2306. Resolve to provide for a commission to devise a just and comprehensive system of State, county and municipal pensions. Reported by Social Welfare Com. on H. 59, H. 405, H. 406, H. 492, H. 1372, H. 1566, H. 1746, H. 1747, and S. 180; Ways and Means H. Com. reported new draft, H. 2354.

HOUSE 2354. Resolve to provide for a commission to devise a just and comprehensive system of State, county and municipal pensions. New draft of H. 2306 reported by Ways and Means H. Com.; reprinted as H. 2392.

HOUSE 2392. To provide for old age pensions. Reprint of H. 2354. *See Chapter 106 (Resolves) on p. 119.*

Police.

SENATE 116. Relative to the retirement and pensioning of disabled members of police departments in cities and towns. Cities Com. reported leave to withdraw.

SENATE 129. Relative to police pensions. *See Chapter 681 on p. 47.*

SENATE 257. To pension police matrons in cities and towns. Cities Com. reported leave to withdraw.

HOUSE 529. Relative to pensions in the police department of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 1551. To provide for the retirement of certain members of the District Police. Public Service Com. reported reference to next Legislature.

HOUSE 1973. Relative to the annuities of widows and children of police officers of the Metropolitan Park Commission. *See Chapter 545 on p. 26.*

HOUSE 2491. Relative to the members of the police and fire departments of the city of Boston who were formerly in the service of the town of Hyde Park. *See Chapter 770 on p. 55.*

Teachers.

SENATE 291. Relative to the payment of pensions to the members of the teaching and supervising staff of the public schools of the city of Boston. Education Com. reported reference to next Legislature.

SENATE 577. Amendment of H. 2077 (To establish a retirement system for public school teachers). *See Chapter 832 on p. 109.*

HOUSE 632. To provide a retirement allowance for certain teachers in the public schools. Education Com. reported H. 2077 on this bill and on H. 1926 (Special report on teachers' retirement allowances by Board of Education in accordance with resolves of 1911, chapter 47).

HOUSE 1880. Resolve to provide for the printing and distribution of the special report of the Board of Education relative to retirement allowances for public school teachers. *See Chapter 35 (Resolves).*

HOUSE 2077. To establish a retirement system for public school teachers. Reported by Education Com. on H. 632 and H. 1926 (Special report on teachers'

retirement allowances by Board of Education in accordance with chapter 47 of the resolves of 1911). New draft, H. 2437, reported by H.

HOUSE 2437. To establish a retirement system for public school teachers. New draft of H. 2077; passed by H. and S.; amended by S. 577.

Veterans in Public Service.

SENATE 113. Relative to the retirement of certain veterans in the service of cities and towns. Cities Com. reported S. 477.

SENATE 128. Relative to the retirement of certain veterans in the service of the city of Boston. Bill substituted for report by Cities Com. leave to withdraw; passed by S.; rejected by H.

SENATE 477. Relative to the retirement of certain veterans in the service of cities and towns having less than twenty thousand inhabitants. Reported by Cities Com. on S. 113; rejected by S.

HOUSE 13. Relative to the compensation of veterans retired from the service of the city of Boston. Cities Com. reported leave to withdraw; H. substituted H. 2017.

HOUSE 1179. Relative to the retirement of certain veterans in the service of the soldiers' home in Massachusetts. Public Service Com. Referred to Ways and Means H. Com. which reported H. 2334.

HOUSE 1233. Relative to the pensioning of certain employees of the city of Boston who are veterans of the civil war. Cities Com. reported H. 2177.

HOUSE 2017. Relative to the retirement of certain veterans in the service of the city of Boston. Substituted for H. 13. *See Chapter 313 on p. 12.*

HOUSE 2177. Relative to the retirement of certain veterans in the service of the city of Boston. Reported by Cities Com. on H. 1233; passed by H., and rejected by S.

HOUSE 2334. Relative to the retirement of certain veterans in the service of the soldiers' home in Massachusetts. Reported by Ways and Means H. Com. on H. 1179. *See Chapter 642.*

Other Public Servants.

SENATE 14. Relative to the retirement fund for laborers employed by the city of Boston. Cities Com. reported S. 417 on this bill and on H. 296, H. 1043, H. 1230, and H. 1419.

SENATE 79. Relative to the retirement system of the employees of the counties of the Commonwealth. Public Service Com. reported S. 502.

SENATE 114. Relative to pensioning laborers in the employ of cities and towns. Cities Com. reported reference to next Legislature.

SENATE 151. To provide for retiring and pensioning certain officers. Public Service Com. reported S. 482.

SENATE 152. Relative to the retirement of certain employees of a county. Legal Affairs Com. Referred to Ways and Means S. Com. which reported ought not to pass; rejected by S.

SENATE 270. Relative to the Massachusetts Employees Insurance Association. Insurance Com. reported reference to next Legislature.

SENATE 347. Relative to the retirement of assistant clerks of the Supreme Judi-

cial Court and of the Superior Court. Public Service Com. reported leave to withdraw.

SENATE 417. Relative to a retirement fund for laborers employed by the city of Boston. Reported by Cities Com. on S. 14, H. 296, H. 1043, H. 1230, and H. 1419. *See Chapter 367 on p. 16.*

SENATE 482. Relative to retiring and pensioning prison officers. Reported by Public Service Com. on S. 151; Ways and Means S. Com. reported ought not to pass; rejected by S.

SENATE 502. Relative to the retirement system of the employees of the counties of the Commonwealth. Reported by Public Service Com. on S. 79; reported ought to pass by Counties Com. *See Chapter 817 on p. 100.*

HOUSE 104. Relative to retiring and pensioning prison officers and instructors. Public Service Com. reported leave to withdraw.

HOUSE 252. Relative to the retirement associations of State employees. Based on H. 251 (Recommendations of the State Board of Retirement). *See Chapter 63 on p. 9.*

HOUSE 296. Relative to a retirement fund for laborers employed by the city of Boston. Cities Com. reported S. 417 on this bill and on H. 1043, H. 1230, H. 1419, and S. 14.

HOUSE 324. Relative to pensioning women in the department of the Sergeant-at-arms. Public Service Com. Referred to Ways and Means H. Com. which reported new draft, H. 2158.

HOUSE 399. To extend the retirement system for employees of the Commonwealth to employees in the service of the State commissions. Public Service Com. reported leave to withdraw.

HOUSE 620. Relative to pensioning wage-earners in the employ of cities and towns. Cities Com. reported reference to next Legislature.

HOUSE 659. To extend the retirement system for employees of the Commonwealth to certain persons. Legal Affairs Com. reported H. 2023 on this bill and on H. 767.

HOUSE 695. Relative to pensioning laborers in the employ of fire districts and water districts. *See Chapter 671 on p. 44.* (Law without approval.)

HOUSE 717. Relative to pensions for truant officers in the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 726. Relative to pensioning janitors employed by cities and towns. H. substituted H. 2231 for report of Cities Com. reference to next Legislature.

HOUSE 765. To provide for the retirement of clerks and assistant clerks of police, district and municipal courts. Legal Affairs Com. Referred to Counties Com. which reported ought to pass. Rejected by H.

HOUSE 767. Resolve in favor of George W. Porter. Legal Affairs Com. reported H. 2023 on this bill and on H. 659.

HOUSE 979. Relative to the retirement and pensioning of prison officers and instructors. Public Service Com. reported reference to next Legislature.

HOUSE 986. To provide for pensioning constables and officers assigned for attendance upon municipal, police, district and probate courts of the Commonwealth. Public Service Com. reported H. 2296.

HOUSE 989. To provide disability pensions for official stenographers of the superior court. Public Service Com. reported leave to withdraw.

HOUSE 1043. Relative to the retirement fund for laborers employed by the city of Boston. Cities Com. reported S. 417 on this bill, and on S. 14, H. 296, H. 1230, and H. 1419.

HOUSE 1185. To provide pensions for assistant clerks of courts and clerical force in the office of the clerks of courts in the county of Suffolk. Public Service Com. reported leave to withdraw.

HOUSE 1186. To provide for pensioning truant officers. Cities Com. reported leave to withdraw.

HOUSE 1230. To include certain persons in the pension list of the city of Boston. Cities Com. reported S. 417 on this bill, and on S. 14, H. 296, H. 1043, and H. 1419.

HOUSE 1338. To provide for the retirement of justices of district, police and municipal courts. Public Service Com. reported leave to withdraw.

HOUSE 1349. To provide for retiring and pensioning clerical assistants in the office of the clerks of courts. Public Service Com. reported leave to withdraw.

HOUSE 1350. To provide pensions for the employees of the custodian's department of the Suffolk county court house. Public Service Com. Referred to Counties Com. which reported ought to pass; passed by H.; referred to next Legislature by S.

HOUSE 1419. Relative to a retirement fund for laborers employed by the city of Boston. Cities Com. reported S. 417 on this bill and on S. 14, H. 296, H. 1043, and H. 1230.

HOUSE 1423. To prohibit the employment by the city of Boston of persons who are pensioned by said city. Cities Com. reported H. 1956.

HOUSE 1614. Authorizing cities and towns to pension certain employees or persons dependent upon them. Cities Com. reported leave to withdraw.

HOUSE 1739. To provide pensions for the employees of the custodian's department of the court house in Suffolk county. Public Service Com. reported leave to withdraw.

HOUSE 1932. Relative to retiring and pensioning officers of the Board of Prison Commissioners. Public Service Com. reported ought not to pass; rejected by H.

HOUSE 1956. To prohibit the employment by the city of Boston and county of Suffolk of persons pensioned by said city or county. Reported by Cities Com. on H. 1423. *See Chapter 657 on p. 44.*

HOUSE 2023. To permit certain employees of the Commonwealth to become members of the State Employees' Retirement Association. Reported on H. 659 and H. 767 by Legal Affairs Com. *See Chapter 310 on p. 11.*

HOUSE 2158. To authorize the pensioning of certain women employed by the sergeant-at-arms. New draft of H. 324 reported by Ways and Means H. Com. *See Chapter 711 on p. 50.*

HOUSE 2231. To authorize the city of Haverhill to pay a pension to an employee of the city. Based on H. 726. *See Chapter 465.*

HOUSE 2296. To provide for pensioning court officers and other attendants upon the police, district and municipal courts of the county of Suffolk. Reported

by Public Service Com. on H. 986. Referred to Counties Com. which reported ought not to pass; recommitted and H. substituted H. 2467.

HOUSE 2382. Resolve to confirm certain acts in connection with the formation of the retirement association of Norfolk county. See Chapter 95.

HOUSE 2467. To provide for pensioning James F. Mitchell. Substituted for H. 2296. See Chapter 739.

Other.

HOUSE 1471. To provide for the protection of pensioners. Legal Affairs Com. reported leave to withdraw.

WAGES.

SENATE 7. Relative to wages of employees of the Metropolitan Park Commission and of the Metropolitan Water and Sewerage Board. Metropolitan Affairs Com. reported new draft, S. 398.

SENATE 121. To establish a minimum salary for drawtenders and assistant drawtenders employed by the Metropolitan Park Commission. Metropolitan Affairs Com. reported new draft, S. 380.

SENATE 231. Relative to the assignment of wages or future earnings. Legal Affairs Com. reported leave to withdraw.

SENATE 296. Relative to the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on H. 37, H. 916, and H. 1482.

SENATE 344. To regulate the salaries of certain members of the District Police. Public Service Com. Referred to Ways and Means H. Com. which reported H. 2549.

SENATE 380. To establish a minimum salary for drawtenders and assistant drawtenders employed by the Metropolitan Park Commission. New draft reported by Metropolitan Affairs Com. on S. 121; passed by S.; Ways and Means H. Com. reported reference to next Legislature.

SENATE 398. To establish a minimum wage for laborers employed by the Metropolitan Park Commission and by the Metropolitan Water and Sewerage Board. New draft of S. 7; passed over Governor's veto (S. 528); S. 33 yeas, 0 nays; H. 217 yeas, 7 nays. *See Chapter 685 on p. 47.*

Senate 528. Veto of Governor on Senate 398.

EXECUTIVE DEPARTMENT, BOSTON, May 8, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an act providing for an increase of wages for laborers directly employed by the Metropolitan Park Commission and the Metropolitan Water and Sewerage Board within their several districts, to \$2.50 a day.

At this time the public is much concerned with the question of a minimum wage. The Legislature of 1912 created a Minimum Wage Commission for the express purpose of providing for the determination of minimum wages for women and minors. At my earnest recommendation also, a Board of Labor and Industry was created by the last Legislature, having broad powers over the conditions of industry and labor.

With these marked advances in the public policy of Massachusetts, we must make further progress in strict accordance with the experience which will accumulate from the operation of these and other new and progressive labor laws.

The present bill sweeps aside all the just considerations of the industrial field in general and establishes arbitrarily a high standard of pay for unskilled laborers without any reference whatever to the workman's individual fitness, character, length of service or other qualifications.

It also takes the entire matter out of the hands of the Metropolitan Park Commission and the Metropolitan Water and Sewerage Board, and leaves them no discretionary power whatever. We maintain these boards at a great expense, to administer the work of their departments; and they should have authority to pay such wages as the conditions call for. Not only is this proposed legislation really injurious to the just cause of labor in itself, but it will prejudice the entire subject of wage legislation in the future.

It places an artificial price-level on the value of a laborer's time and leaves absolutely out of account the relation between such labor and the labor of other classes of working people who must equally be maintained, directly or indirectly, by the public.

Legislation such as the present bill does not originate through humanitarian motives but solely through political considerations, and it can carry no positive justification on moral or humanitarian grounds.

If the Legislature persists in yielding to the sort of pressure represented by this bill, then the public, in self defence, will be forced to withdraw from the present wide-spread movement toward the establishment of better wages in general wherever such wages can be properly justified, and no real progress will be made.

In my judgment, the present bill is hostile not only to the best interests of labor, but to that sound public policy which it is the function of the Legislature and the Executive to establish and support.

EUGENE N. FOSS.

SENATE 424. To facilitate the gathering of information relative to the wages of women and minors. Substituted in amendment of H. 912. *See Chapter 330 on p. 13.*

HOUSE 15. Relative to the compensation of laborers in the employ of the city of Boston. Cities Com. reported reference to next Legislature.

HOUSE 16. Relative to the payment of wages to incapacitated employees of the city of Boston. Cities Com. reported reference to next Legislature.

HOUSE 37. To regulate the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on H. 916, H. 1482, and S. 296.

HOUSE 48. Relative to the wages of mechanics and laborers in the construction of public works. Labor Com. Referred to Ways and Means H. Com. which reported ought not to pass; H. refused to reject and passed; referred to Ways and Means S. Com. which reported ought not to pass; rejected by S.

HOUSE 121. Resolve to provide for an investigation of the condition and wages of working women. Social Welfare Com. reported leave to withdraw.

HOUSE 364. Relative to the payment of public school teachers during vacations. Education Com. reported leave to withdraw.

HOUSE 407. To establish a minimum wage for all laborers employed by the Commonwealth. Public Service Com. reported reference to next Legislature.

HOUSE 572. To establish the salaries of the firemen and cleaners in the State House. Passed by both branches; vetoed by Governor (H. 2524); H. passed over veto, 159 yeas, 62 nays; S. sustained veto, 19 yeas, 18 nays. Bill failed.

House 2524. Veto of Governor on House 572.

EXECUTIVE DEPARTMENT, BOSTON, May 28, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an Act to Establish the Salaries of the Firemen and Helpers in the State House, providing for a substantial increase of pay in these instances.

I desire to see all public employees in Massachusetts receive the highest rate of wages consistent with the standards of the Commonwealth and the conditions of their several duties; but I have repeatedly called public attention to the public wrong which is done when a scale of wages is established arbitrarily and at an artificially high level.

In this instance the public is asked to donate an appropriation on behalf of firemen and helpers in the power plant of the State House, notwithstanding the fact that the cost of power per horse-power hour per year in the State House is at present \$222 and that for average service in business concerns the cost of this power unit is only from \$35 to \$40. Even under exceptional conditions, with the power plant of an industrial or business concern or an office building running twenty-four hours a day, the cost of this unit does not ordinarily exceed \$85.

This fact was very clearly established on authentic engineering data supplied to the Governor and Council and transmitted by me to the Legislature on April 26, 1911. (See Pages 1187-9, Acts and Resolves of 1911.)

At that time it was found that the firemen were doing only one-half the amount of duty required in good business practice. And yet the Legislature is willing to authorize an increase of expenditure in this department.

I am convinced that no attempt is made to operate the State House in a business-like or economical manner; and I repeat what I said in the paper referred to, that this is no fault of the Sergeant-at-Arms but of a vicious system which persists in regarding public office as a means of paying political debts, in engaging more men than are required to operate the public works and therefore cutting down the duties expected of each man in order that more men may be retained on the public pay-roll.

Under date of June 23, 1911 (see Page 1239, Acts and Resolves of 1911), I transmitted documents proving that a local electric corporation agreed to take over the operation of the electric light and power and steam heat now used in the State House, at a saving of \$12,000 a year out of the present list of items comprising \$50,000.

I believe that the entire cost of operating the State House, which amounts to \$148,000 in the department of the Sergeant-at-Arms alone, can be cut down in a similar or even greater ratio by the State itself, if it will observe ordinary business principles.

On the date last referred to I submitted to the Legislature a proposition that the Edison Company would share with the Commonwealth equally the cost of making a detailed investigation to determine what further economies (in addition to the \$12,000 guaranteed economy) might be conserved.

In the face of these facts, the Legislature now stands ready, not to introduce the modern methods of business management which I advocated at that time, but to increase the boiler and engine room expenses which, as stated, on the basis of horse-power hours are already from three to five times as large as they need to be.

I have repeatedly been required by my public duty to disapprove of measures of this same general character, which were evidently not based on business principles but actuated solely by political considerations.

I disapprove of them first of all in the interest of the workingman himself, who under our vicious tax system now bears the greater part of the burden of taxation thus imposed; and because I believe that neither the interests of the laborer nor the Commonwealth can be conserved but that both will be injured by this species of profligacy.

EUGENE N. FOSS.

HOUSE 912. To facilitate the gathering of information relative to the wages of women and minors. Labor Com. Passed by H., and S. substituted S. 424.

HOUSE 916. Relative to the assignment of wages for purposes other than to secure loans of less than three hundred dollars. Legal Affairs Com. reported leave to withdraw on this bill, on H. 37, H. 1482, and S. 296.

HOUSE 980. To increase the compensation of the porters at the State House. Public Service Com. reported leave to withdraw; recommitted and bill amended; referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HOUSE 1082. To prohibit piece work or the so-called bonus system in connection with the construction and repair of railroad cars and locomotives. Labor Com. reported reference to next Legislature.

HOUSE 1083. To provide double-time compensation for certain employees of railroad corporations for work performed on Sundays and holidays. Labor Com. reported reference to next Legislature.

HOUSE 1190. Relative to the pay of laborers employed by the Commonwealth. Public Service Com. reported reference to next Legislature.

HOUSE 1231. Relative to the rate of wages of employees of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 1367. To establish a minimum wage for laborers, workmen and mechanics employed by the Commonwealth, or any county, city or town thereof. Public Service Com. reported reference to next Legislature.

HOUSE 1368. To increase the powers and further define the duties of the Minimum Wage Commission. Social Welfare Com. reported H. 2379.

HOUSE 1371. Relative to the minimum wage to be paid for work done for the Commonwealth. Social Welfare Com. reported leave to withdraw; bill substituted for report and referred to Ways and Means H. Com. which reported ought not to pass; H. refused to reject; passed by H. to be engrossed, in new bill, H. 2434.

HOUSE 1482. To regulate the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on H. 37, H. 916, and S. 296.

HOUSE 1740. Relative to the pay of messengers of the General Court. Public Service Com. reported leave to withdraw; amended by report reference to next Legislature.

HOUSE 2379. To increase the powers and further define the duties of the Minimum Wage Commission. Reported by Social Welfare Com. on H. 1368. *See Chapter 673 on p. 45.*

HOUSE 2434. Relative to a minimum wage to be paid for work done for the Commonwealth. H. 1371 as passed to be engrossed by H. Referred to Ways and Means S. Com. which reported ought not to pass; rejected by S.

HOUSE 2479. Relative to extra compensation for State officials and employees. Ways and Means H. Com. reported H. 2522.

HOUSE 2522. Relative to extra compensation for State officials and employees. Reported by Ways and Means H. Com. on H. 2479. Passed by H., and rejected by S.

HOUSE 2549. To establish the salaries of certain members of the district police. New draft of S. 344 reported by Ways and Means H. Com. Passed by both branches; vetoed by Governor (H. 2572); H. passed over veto, 156 yeas, 35 nays; S. passed over veto, 30 yeas, 5 nays. *See Chapter 834 on p. 117.*

House 2572. Veto of Governor on House 2549.

EXECUTIVE DEPARTMENT, BOSTON, June 18, 1913.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an Act to Establish the Salaries of Certain Members of the District Police, and which would involve an annual increase of salary for forty-seven members of the force amounting to \$250 each, with other advances in favor of twenty-six other members and officers of the force, the total increase amounting to approximately \$14,000 per annum.

I object to this measure because it arbitrarily fixes the compensation of the State Police, or so-called District Police, Department, on the basis of length of service. For example the Act provides that "all members who have served in the Department five years or more shall receive an annual salary of \$2,000; four years, \$1900; three years, \$1800; two years, \$1700, and one year \$1600."

I cannot see that this measure takes into consideration any question of individual fitness on the part of the men benefited. For example, in the case of the forty-seven men who will receive the maximum benefit of this bill, and all of whom will receive \$250 additional compensation, I feel confident that some of these men must have shown superior fitness and ability, and that power should be vested in the Department to give to these individuals a greater financial advantage than is given in the case of other individuals. This bill takes all such authority out of the hands of the Department, or its Chief, and imposes an arbitrary ruling as to salaries.

It must be remembered that under our Civil Service system public employees are rarely discharged for merely indifferent service. Actual incompetence and inability must ordinarily be demonstrated in order to effect such discharge. Con-

sequently the public service, which is now largely protected as regards the appointment of new men from political motives, nevertheless suffers the handicap that the force cannot be improved by letting the inefficient worker go and replacing him by someone better fitted for the position. In the face of this handicap it is unfair to ask the people of the State to provide increased compensation for any public servant or employee merely on the basis of length of service.

The Civil Service itself recognizes this difficulty by requiring examinations as a condition of promotion. Imperfect as that provision may be, it is better than nothing. But the present bill offers absolutely no guarantee that all its beneficiaries are worthy of such increase of salary.

EUGENE N. FOSS.

WOMAN LABOR.

SENATE 146. Relative to posting in country hotels notice of the hours of employment therein of women and minors. Labor Com. reported H. 2081.

SENATE 229. Relative to certain boxes and baskets used in mills and workshops where women are employed. *See Chapter 426 on p. 18.*

SENATE 257. To pension police matrons in cities and towns. Cities Com. reported leave to withdraw.

SENATE 424. To facilitate the gathering of information relative to the wages of women and minors. Substituted in amendment of H. 912. *See Chapter 330 on p. 13.*

HOUSE 121. Resolve to provide for an investigation of the condition and wages of working women. Social Welfare Com. reported leave to withdraw.

HOUSE 493. Relative to the hours of employment of women and minors. Social Welfare Com. reported H. 2469.

HOUSE 586. Relative to the employment of women and children in laundries. Social Welfare Com. reported leave to withdraw.

HOUSE 912. To facilitate the gathering of information relative to the wages of women and minors. Labor Com. Passed by H., and S. substituted S. 424.

HOUSE 991. Relative to the hours of employment of women by railroad corporations. Railroads Com. reported leave to withdraw.

HOUSE 1368. To increase the powers and further define the duties of the Minimum Wage Commission. Social Welfare Com. reported H. 2379.

HOUSE 2081. Relative to posting in country hotels notices of the hours of employment therein of women and minors. Reported by Labor Com. on S. 146; H. amended by H. 2104.

HOUSE 2104. Relative to posting in country hotels notice of the hours of employment of women and minors. Amendment of H. 2081. *See Chapter 365 on p. 16.*

HOUSE 2379. To increase the powers and further define the duties of the Minimum Wage Commission. Reported by Social Welfare Com. on H. 1368. *See Chapter 673 on p. 45.*

HOUSE 2469. Relative to the hours of employment of women and minors. Reported by Social Welfare Com. on H. 493. Amended by both branches. *See Chapter 758 on p. 53.*

MISCELLANEOUS BILLS AFFECTING LABOR.

SENATE 175. Relative to the use of intoxicating liquor by certain railroad and street railway employees. Railroads Com. reported leave to withdraw.

SENATE 226. Relative to dressed granite used in the construction of public buildings. Labor Com. reported ought to pass; recommitted and again reported ought to pass; rejected by H.

SENATE 309. To provide for protecting the public health and promoting the general welfare by the reclamation of wet lands. Social Welfare Com. Referred to Ways and Means H. Com. which reported new draft, H. 2319.

SENATE 497. Resolve to provide for the appointment of commissioners to represent the Commonwealth at the Southern Commercial Congress. Reported by Banks and Banking Com. on H. 2198; Ways and Means H. Com. reported ought to pass. See Chapter 73.

SENATE 505. Resolutions relative to the tariff. Based on Governor's message (H. 2269); adopted; H. moved to substitute H. 2406; motion rejected, and S. 505 adopted by H.

SENATE 584. Relative to the verification of certain pay-rolls. *See Chapter 825 on p. 103.*

HOUSE 122. Relative to the employment of prisoners. Social Welfare Com. reported ought to pass; Counties Com. reported new draft, H. 2294.

HOUSE 124. Relative to the hours of labor on the Lord's Day of employees of street railway companies. Street Railways Com. reported leave to withdraw.

HOUSE 247. Relative to the use of prison made goods by the public institutions of the towns. Based on H. 245 (Recommendations of the Board of Prison Commissioners). *See Chapter 724 on p. 51.*

HOUSE 357. To provide that all pay-rolls, bills and accounts for salary or compensation of persons in the service or employment of any city other than Boston shall be sworn to. Based on H. 356 (Recommendations of Civil Service Commission). *See Chapter 520 on p. 25.*

HOUSE 463. To exempt labor organizations and the members thereof from civil and criminal liability in certain cases. Joint Judiciary Com. reported leave to withdraw.

HOUSE 555. To create a State board of labor and to provide for the investigation of industrial disputes. Labor Com. reported leave to withdraw.

HOUSE 605. Relative to the annual report of the Director of the Bureau of Statistics on the statistics of labor. Based on H. 604 (Annual Summary of the work of the Bureau of Statistics and recommendations of the Director). Labor Com. and Ways and Means H. Com. reported ought to pass; Com. on Bills in Third Reading amended by substituting H. 2076.

HOUSE 682. Relative to employment in the public service of veterans of the war with Spain. Public Service Com. reported leave to withdraw.

HOUSE 753. Relative to district police and municipal courts and their officials and practice. Joint Judiciary Com. reported H. 2097.

HOUSE 754. To alter and amend the laws relating to labor. Labor Com. reported leave to withdraw.

HOUSE 915. To make lawful the making of bread or other food on the Lord's Day. Legal Affairs Com. reported reference to next Legislature.

HOUSE 1091. To make lawful the making of bread or other food on the Lord's Day. Legal Affairs Com. reported reference to next Legislature.

HOUSE 1550. To give to veterans of the Spanish-American war preference in the labor service of cities and towns. Public Service Com. reported leave to withdraw.

HOUSE 1663. Relative to the intimidation of employees. Joint Judiciary Com. reported leave to withdraw.

HOUSE 2076. Relative to the annual report of the director of the Bureau of Statistics on the statistics of labor. Substituted by Com. on Bills in Third Reading in amendment of H. 605. *See Chapter 358 on p. 15.*

HOUSE 2097. Relative to police, district and municipal courts and their officials and practice. Reported by Joint Judiciary Com. on H. 753. *See Chapter 471 on p. 22.*

HOUSE 2140. Relative to the preparation and printing of lists of State officials and employees with their salaries or compensation. *See Chapter 534 on p. 25.*

HOUSE 2198. Governor's message on the urgent need of more adequate banking and credit facilities in our rural communities (also letter of President Taft on subject to Governor Foss). Banks and Banking Com. reported S. 497.

HOUSE 2294. Relative to the employment of prisoners in reclaiming and cultivating land. New draft of H. 122 reported by Counties Com. *See Chapter 633 on p. 34.*

HOUSE 2319. To provide for the reclamation of wet lands. New draft of S. 309 reported by Ways and Means H. Com.; Com. on Bills in Third Reading substituted H. 2360 in amendment.

HOUSE 2360. To provide for the reclamation of wet lands. Substituted in amendment of H. 2319 by Com. on Bills in Third Reading. *See Chapter 759 on p. 54.*

HOUSE 2406. Resolutions relative to the tariff bill. Moved to substitute by H. for S. 505; motion rejected.

7. OPINIONS OF THE ATTORNEY-GENERAL ON PENDING LEGISLATION.

A. HOURS OF LABOR OF STREET RAILWAY EMPLOYEES.

HOUSE DOCUMENT, No. 2534.

DEPARTMENT OF THE ATTORNEY-GENERAL, BOSTON, June 2, 1913.

To the Honorable House of Representatives.

GENTLEMEN: I have the honor to submit herewith my opinion with reference to the Order passed on May 26th, 1913, and submitted to me under date of May 27th, as follows:

Ordered, That the opinion of the Attorney-General be requested upon the following important question, to wit: Under House bill No. 2518 can an employee of the character mentioned in the bill, if he so desires, work longer hours than those prescribed in the bill?

House Bill No. 2518 reads as follows:

SECTION 1. Chapter five hundred and thirty-three of the acts of the year nineteen hundred and twelve is hereby amended by striking out sections two and three and inserting in place thereof the following: — *Section 2.* A day's work for all conductors, guards, drivers, motormen, brakemen and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed nine hours, and shall be so arranged by the employer that it shall be performed within eleven consecutive hours. No officer or agent of any such company shall require from said employees more than nine hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and 'requiring' within the meaning of this section. On legal holidays and on Sundays and in case of accident or unavoidable delay extra labor may be performed for extra compensation.

SECTION 2. A company which violates any provision of this act shall forfeit for each offence not less than one hundred dollars nor more than five hundred dollars.

SECTION 3. This act shall not affect any written contract existing at the date of its passage.

For the purposes of this inquiry I assume the question to be whether or not it will be lawful for an employee affected by said bill, if he so desires, to work longer hours than those prescribed in the bill. In its final analysis the question resolves itself into the inquiry as to whether or not a street railway company which would be affected by the passage of this bill may permit labor to be performed not within the time prescribed in said bill.

It is a familiar rule of interpretation of statutes that when certain exceptions are named in an act, excluding from its operation the exceptions so declared, other exceptions are thereby excluded. The natural conclusion under this rule would therefore be that when the bill, in the last sentence of section 1, makes certain exceptions to its prohibitions, in the following language:

On legal holidays and on Sundays and in case of accident or unavoidable delay extra labor may be performed for extra compensation.

the exceptions so named are the only occasions when the employee may perform labor outside of the time prescribed in said section. Consideration of previous legis-

lation covering the same subject confirms this conclusion. Section 3 of chapter 533 of the Acts of 1912 provides as follows with reference to this particular contingency:

On legal holidays and on Sundays and in case of unavoidable delay or other emergency, or at any time at the request of the employee, extra labor may be performed for extra compensation.

It is to be noted that the present bill omits the words "or other emergency, or at any time at the request of the employee," thereby showing the intention to eliminate the occasions so omitted and to more definitely limit the exceptions to those contained in the bill under consideration, which, it may be observed, also include the word "accident," which was not in the 1912 act. The conclusion therefore seems to be irresistible that this bill should be so construed as to limit the labor of employees covered by it so that it shall not exceed nine hours, so arranged that it shall be performed within eleven consecutive hours, except on legal holidays and on Sundays and in case of accident or unavoidable delay. I assume that the provision that on these occasions "extra labor may be performed" should be construed to authorize the employers to require the extra labor so permitted. Upon consideration of section 1 alone, I am forced to the conclusion that upon any other occasion it will not be lawful for the employer to permit other work even if the employee so desires it.

The provisions of section 2, that "a company which violates any provision of this act shall forfeit for each offence," etc., also confirms this conclusion. The penalty provided is not against the requirement by the employer of more than nine hours' work for a day's labor, but it is against a violation of *any provision* of this act. The provisions declared in said section 1 which might be violated by the employer are, — that a day's work shall not exceed nine hours; that they shall be so arranged that the labor may be performed within eleven consecutive hours; and that the employer shall not require more than the nine hours' work so established. It would seem that under the broad provisions of this penalty clause, except as permitted by the exceptions hereinbefore referred to, an employer exceeding nine hours of labor or permitting such labor to be performed outside of the eleven consecutive hours provided by the bill, even at the request of an employee, would be subject to the penalty so prescribed. The employer, therefore, will be prevented, in my opinion, from allowing more than the nine hours' work except upon the occasions already noted if said House Bill No. 2518 becomes a law in its present form. If it is desired to leave the situation so that the employee may if he so desires perform labor outside of the times prescribed in said act, I respectfully suggest that the bill should be amended to make this clear.

Respectfully submitted,

JAMES M. SWIFT,
Attorney-General.

B. HOURS OF LABOR OF STREET RAILWAY EMPLOYEES.

HOUSE DOCUMENT, No. 2573.

DEPARTMENT OF THE ATTORNEY-GENERAL, BOSTON, June 18, 1913.

Hon. GRAFTON D. CUSHING, *Speaker of the House of Representatives*.

SIR: By an order of the House of Representatives you have requested my opinion upon the constitutionality of House Bill No. 2518, entitled "An Act Relative to the Hours of Labor of Employees of Street Railway Companies". I have already expressed officially my views upon this question to His Excellency the Governor, and I repeat herein my opinion in accordance with those views.

The bill in its final amended form provides as follows:

SECTION 1. Chapter five hundred and thirty-three of the acts of the year nineteen hundred and twelve is hereby amended by striking out sections two and three and inserting in place thereof the following:— *Section 2.* A day's work for all conductors, guards, drivers, motormen, brakemen and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed nine hours, and shall be so arranged by the employer that it shall be performed within eleven consecutive hours. No officer or agent of any such company shall require from said employees more than nine hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and 'requiring' within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation.

SECTION 2. A company which violates any provision of this act shall forfeit for each offence not less than one hundred dollars nor more than five hundred dollars.

SECTION 3. This act shall not affect any written contract existing at the date of its passage.

It hardly needs to be stated that the Attorney-General, in passing upon a question of this nature, is not in the position of a court considering the constitutionality of the act as applied to a specific case which has arisen, and that the opinion of the Attorney-General submitted in reply to such a question has not the force of an adjudication by the court in a case between parties before it.

Nevertheless, such a question presented to the Attorney-General must be considered within the same limitations within which it would be considered by the court of last resort in a specific case, since the only effect of an opinion of the Attorney-General is to advise as far as possible as to how the Supreme Court might be expected to rule upon the question now presented, in view of the previously decided cases upon the question.

It has been repeatedly stated in decisions of both the State and Federal courts that questions having to do merely with the policy of the legislation and the judgment exercised by the Legislature in its enactment are not matters coming within the purview of a decision of the courts. That principle was thus stated in *Chicago, Burlington & Quincy R.R. Co. v. McGuire*, 219 U. S. 549, 569:

The scope of judicial inquiry in deciding the question of *power* is not to be confused with the scope of legislative considerations in dealing with the matter of *policy*. Whether the enactment is wise or unwise, whether it is based on sound economic theory, whether it is the best means to achieve the desired result, whether, in short, the legislative discretion within its pre-

scribed limits should be exercised in a particular manner, are matters for the judgment of the legislature, and the earnest conflict of serious opinion does not suffice to bring them within the range of judicial cognizance.

And in *McLean v. Arkansas*, 211 U. S. 547, 548, it is stated as follows:

The Legislature, being familiar with local conditions, is, primarily, the judge of the necessity of such enactments. The mere fact that a court may differ with the Legislature in its views of public policy, or that judges may hold views inconsistent with the propriety of the legislation in question, affords no ground for judicial interference, unless the act in question is unmistakably and palpably in excess of legislative power.

The policy of the legislation in question, therefore, I do not discuss.

The Constitution of Massachusetts provides in part second, chapter I, section I, article IV, as follows:

And further, full power and authority are hereby given and granted to the said General Court, from time to time to make, ordain, and establish, all manner of wholesome and reasonable orders, laws, statutes, and ordinances, directions and instructions, either with penalties or without; so as the same be not repugnant or contrary to this Constitution, as they shall judge to be for the good and welfare of this Commonwealth, and for the government and ordering thereof, and of the subjects of the same, and for the necessary support and defence of the government thereof.

It is to be presumed that the Legislature attempted to act under and in accordance with this provision in formulating the bill presented and the judicial question presented is whether, in so doing, it has in fact exceeded its constitutional powers.

The only contention which has been raised before me in this regard is that it unwarrantably deprives those who are subject to it of the liberty guaranteed both by the State and Federal Constitutions, which, it is well established by many decisions, includes the right of contract.

Both property and liberty, however, are held subject to such reasonable conditions as may be imposed by the governing power in the exercise of those powers called "police powers", which do not permit of exact definition but are generally described in the decisions of the United States Supreme Court as "relating to the safety, health, morals and general welfare of the public."

The question of regulating the hours of labor for men has been one of great difficulty and has resulted in much difference of opinion in the courts. It must be settled on considerations differing somewhat from those determining the right to regulate the hours of governmental employment and the hours of labor of women and children. In the case of *Holden v. Hardy*, 169 U. S. 366, the Court, with two justices dissenting, sustained as a valid exercise of the police power a statute of the State of Utah entitled "An Act Regulating the Hours of Employment in Underground Mines and in Smelters and Ore Reduction Works", which limited to eight hours per day the period of employment in all underground mines and in smelters and all other institutions for the reduction or refinement of ores or metals, except in case of emergency. The court, in the course of its opinion, said:

These employments, when too long pursued, the legislature has judged to be detrimental to the health of the employees, and, so long as there are reasonable grounds for believing that this is so, its decision upon this subject cannot be reviewed by the Federal courts.

In the case of *Lochner v. New York*, 198 U. S. 45, the Court, with three justices dissenting, reversed a decision of the highest court of New York and held unconstitutional a statute of New York limiting to sixty hours in any one week the period of employment in a biscuit, bread or cake bakery or confectionery establishment, and containing no emergency clause, as not within the limits of the police power, for the reason that it did not appear that the health of either the employees or the public was directly involved.

Some features are presented by the bill now before me which were not present in the legislation before the courts in the cases cited. The employees to which the bill applies are employed in operating cars of a street railway. The matter of public safety may, therefore, have been considered by the Legislature as directly involved in connection with the health of the employee. From the viewpoint of the safety of the public it is a matter of common knowledge that a high degree of efficiency in the persons operating the cars is desirable. In the case of *Baltimore & Ohio R.R. Co. v. Interstate Commerce Commission*, 221 U. S. 612, 619, it is said:

The length of hours of service has direct relation to the efficiency of the human agencies upon which protection of life and property necessarily depend.

Another distinctive feature of the legislation now in question is that it deals with public-service corporations and the use of public franchises, and for that reason the State may be considered as having wider jurisdiction under the police power than it would have in a matter involving solely private contracts.

Since 1893 there has existed upon the statute books of this Commonwealth a law providing that not more than ten hours of labor a day should be exacted of employees of street railway companies. I am not aware that in this Commonwealth the question as to the constitutionality of that provision has been presented to the Supreme Court. In an opinion to the Governor on June 24, 1902, the Supreme Court of Rhode Island, however, advised that a similar statute was constitutional. 24 R. I. 603. A short time after that opinion was rendered the Rhode Island statute was so amended as to give the employees of a street railway opportunity to work more than ten hours a day if they so desired, and that law, which in its amended form closely corresponds to the present bill, has remained upon the statute books of Rhode Island without challenge since its enactment.

In the case of *Chicago, Burlington & Quincy R.R. Co. v. McGuire*, 219 U. S. 549, 569, the court, after citing many cases involving the exercise of the police power, said:

The principle involved in these decisions is that where the legislative action is arbitrary and has no reasonable relation to a purpose which it is competent for government to effect, the Legislature transcends the limits of its power in interfering with liberty of contract; but where there is reasonable relation to an object within the governmental authority, the exercise of the legislative discretion is not subject to judicial review.

In the case of *McLean v. Arkansas*, 211 U. S. 547, 548, the court said:

If there existed a condition of affairs concerning which the Legislature of the State, exercising its conceded right to enact laws for the protection of the health, safety or welfare of the people, might pass the law, it must be sustained; if such action was arbitrary interference with the right to contract or carry on business, and having no just relation to the protection of the public within the scope of legislative power, the act must fail.

Discussing merely the constitutional question which has been presented to me, I cannot say either that the legislation under discussion has no reasonable relation to the object which I am bound to presume the legislation had in view, the protection of the health, safety and welfare of the public, or that the Legislature cannot have found upon evidence presented to it, which, however, is not before me, that a condition of affairs existed which justified it in enacting the legislation in question for the protection of the health, safety and welfare of the people, including its employees.

In view, also, of the provision that the employees may, if they so desire, work more than nine hours in a day, for extra compensation, the bill does not upon its face appear to be so unreasonable and arbitrary as to be adjudged an arbitrary interference with the right of contract. The contention that the Legislature had in view the public health and safety is not necessarily negatived by the permissive feature with reference to the employees, in the latter part of the bill, in my opinion. The Legislature may have presumed that the employees would not desire to work longer than the hours prescribed unless they were physically able and competent to do so, and that the employers would not so employ them except upon those conditions. While it appears by this provision that the Legislature has not gone so far as it might have attempted to in protecting the public health and safety, it does not for that reason make invalid the protection afforded by the enactment.

It is a rule of constitutional construction that in case of a reasonable doubt the court is bound to resolve the doubt in favor of the statute.

In view of these considerations I am led to the conclusion that there is a strong probability that the court of last resort would not declare this act unconstitutional.

Very respectfully yours,

JAMES M. SWIFT,
Attorney-General.

LABOR LEGISLATION IN MASSACHUSETTS, 1912.

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CHAPTER 55.

AN ACT RELATIVE TO THE RETIREMENT OF CERTAIN VETERANS IN THE SERVICE OF THE CITY OF LYNN.

SECTION 1. A veteran of the civil war in the service of the city of Lynn, if incapacitated for active duty, may be retired from active service, with the consent of the mayor, at one half the rate of compensation paid to him at the time of his retirement, to be paid out of the treasury of the city: *provided*, that no veteran shall be entitled to be retired under the provisions of this act unless he shall have been in the service of the city for at least ten years.

SECTION 2. A veteran retired under the provisions of this act, whose term of service was for a fixed number of years, shall be entitled to the benefits of this act without reappointment.

SECTION 3. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 4. This act shall take effect upon its passage.

(The foregoing was laid before the Governor on the thirty-first day of January, 1912, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 62.

AN ACT TO AUTHORIZE THE TRUSTEES OF THE LOWELL TEXTILE SCHOOL TO GRANT CERTAIN DEGREES.

The trustees of the Lowell textile school are hereby authorized to grant the degree of Bachelor of Textile Engineering and Bachelor of Textile Dyeing to pupils who have taken the four-year day course of the Lowell textile school in said departments and have passed the examinations required for graduation. [*Approved February 9, 1912.*]

CHAPTER 96.

AN ACT RELATIVE TO PROVIDING SEATS FOR WOMEN AND MINORS IN MANUFACTURING, MECHANICAL AND MERCANTILE ESTABLISHMENTS.

. . . [Amends acts of 1909, chapter 514, section 72.] *Section 72.* Whoever employs women or children in any manufacturing, mechanical, or mercantile establishment shall provide for their use and permit them to use suitable seats whenever they are not necessarily engaged in the active duties of their employment, and shall also provide for their use and permit them to use suitable seats while they are at work, except in such cases and at such times as the work cannot properly be performed in a sitting position. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than thirty dollars for each offence. [*Approved February 14, 1912.*]

CHAPTER 106.

AN ACT TO PROVIDE FOR THE ESTABLISHMENT AND MAINTENANCE OF EVENING CLASSES IN THE PRACTICAL ARTS FOR WOMEN.

Any city or town may, through its school committee, or other board of trustees for vocational education, establish and maintain separate evening classes in household and other practical arts. Such classes shall be known as practical art classes, shall be open to all women over seventeen years of age who are employed in any capacity during the day, and may be established and maintained as approved state-aided practical art classes under the provisions of, and subject to all the conditions, not inconsistent with this act, of chapter four hundred and seventy-one of the acts of the year nineteen hundred and eleven. [*Approved February 16, 1912.*]

CHAPTER 155.

AN ACT RELATIVE TO THE PRACTICE OF MANICURING AND MASSAGE AND THE GIVING OF VAPOR BATHS.

. . . [Amends acts of 1911, chapter 443, section 1.] *Section 1.* It shall be unlawful for any person to practise manicuring or massage or to conduct an establishment for the giving of vapor baths for hire or reward or to advertise or hold himself out as being engaged in the business of manicuring, massage or the giving of said baths without receiving a license therefor from the board of health of the city or town in which the said occupation is to be carried on. The board of health may grant the license upon such terms and conditions, and may make such rules and regulations in regard to the carrying on of the occupation so licensed, as it may deem proper, and may revoke any license granted by it for such cause as it may deem sufficient, and without a hearing: *provided*, that a person duly licensed to carry on massage, or to conduct an establishment for the giving of vapor baths, in the city or town in which he lives or carries on business, may attend patients at the request of a physician in any city or town in this commonwealth without taking out an additional license. [*Approved February 24, 1912.*]

CHAPTER 172.

AN ACT RELATIVE TO THE SUFFICIENCY OF NOTICES OF INJURIES TO EMPLOYEES UNDER THE PROVISIONS OF THE WORKINGMEN'S COMPENSATION ACT.

SECTION 1. [Amends acts of 1911, chapter 751, part II, section 16, see chapter 571, acts of 1912 on pages 192 to 204, *post.*]

SECTION 2. This act shall take effect upon its passage. [*Approved February 28, 1912.*]

CHAPTER 182.

AN ACT RELATIVE TO THE LICENSING OF OPERATORS OF CINEMATOGRAPHS AND SIMILAR APPARATUS.

SECTION 1. No license to operate a cinematograph or similar apparatus under the provisions of section four of chapter five hundred and sixty-six of the acts of

the year nineteen hundred and eight shall hereafter be granted to a person under twenty-one years of age.

SECTION 2. This act shall take effect upon its passage. [*Approved March 1, 1912.*]

CHAPTER 191.

AN ACT TO DEFINE THE WORD "MINOR" AS APPLIED TO COMPULSORY ATTENDANCE AT DAY SCHOOLS.

. . . [Amends acts of 1909, chapter 514, section 17, paragraph 3, as amended by acts of 1911, chapter 241.] "Child" or "Minor" shall mean a person under eighteen years of age, except that in regard to the compulsory attendance of illiterate minors at day or evening schools, the word "Minor" shall mean a person under the age of twenty-one years. [*Approved March 2, 1912.*]

CHAPTER 251.

AN ACT RELATIVE TO THE FORM OF NOTICES REQUIRED BEFORE BRINGING ACTIONS FOR RECOVERY OF DAMAGES FOR INJURIES TO EMPLOYEES IN CERTAIN CASES.

SECTION 1. . . . [Amends acts of 1909, chapter 514, section 132, as amended by acts of 1910, chapter 166, section 2, and chapter 611, and by acts of 1911, chapter 178.] *Section 132.* No action for the recovery of damages for injury or death under the provisions of the five preceding sections shall be maintained unless notice of the time, place and cause of the injury is given to the employer within sixty days, and the action is commenced within one year, after the accident which causes the injury or death. Such notice shall be in writing, signed by the person injured or by a person in his behalf. If the person injured dies within the time required for giving the notice his executor or administrator may give such notice within sixty days after his appointment; and in such case the action may be begun within one year after the appointment of such executor or administrator. If from physical or mental incapacity it is impossible for the person injured to give the notice within the time provided in this section, he may give it within ten days after such incapacity has been removed, and if he dies within said ten days his executor or administrator may give such notice within sixty days after his appointment. If the employer dies without such notice having been given and before the time for giving such notice has elapsed, the notice may be given to his executor or administrator, and the time within which the notice may be given as herein provided, shall run from the appointment of the executor or administrator. A notice given under the provisions of this section shall not be held invalid or insufficient solely by reason of an inaccuracy in stating the time, place or cause of the injury if it is shown that there was no intention to mislead, and that the employer was not in fact misled thereby. If the employer dies without such action having been brought and before the time for bringing the action has elapsed, the action may be begun against his executor or administrator not less than one year and not more than two years after the executor or administrator has given bond for the performance of his trust. Any form of written communication signed by the person so injured, or by some person in his behalf, or by his executor or administrator, or by some person in behalf of such executor or administrator, which contains the information

that the person was so injured, giving the time, place and cause of the injury or death, shall be considered a sufficient notice.

SECTION 2. This act shall take effect upon its passage. [*Approved March 14, 1912.*]

CHAPTER 311.

AN ACT TO AUTHORIZE CERTAIN MUTUAL INSURANCE COMPANIES TO TRANSACT THE BUSINESS OF EMPLOYERS' LIABILITY INSURANCE, SO-CALLED.

SECTION 1. . . . [Amends acts of 1911, chapter 251, section 1.] *Section 1.* Ten or more persons who are residents of this commonwealth may form an insurance company on the mutual plan to insure any person, firm or corporation against loss or damage on account of the bodily injury or death by accident of any person, or against damage caused by automobiles to property of another, for which loss or damage such person, firm or corporation is responsible. The corporation shall be formed in the manner described in, and be subject to, the provisions of sections fifteen to twenty, inclusive, of chapter one hundred and ten of the Revised Laws, except as is otherwise provided herein. Mutual companies doing business and organized prior to April sixth, nineteen hundred and eleven, to transact employers' liability business may have and exercise all the rights and powers conferred by this section upon companies which may be organized hereunder, but such rights and powers shall not be exercised unless authorized by a two thirds vote of the policy-holders present and voting at a meeting duly called for that purpose.

SECTION 2. This act shall take effect upon its passage. [*Approved March 22, 1912.*]

CHAPTER 318.

AN ACT RELATIVE TO SAFEGUARDING MACHINERY AND ELEVATORS.

. . . [Amends acts of 1909, chapter 514, section 94.] *Section 94.* The belting, shafting, gearing, drums, elevators and all machinery having movable parts in all factories, mechanical establishments, workshops and mercantile establishments, if so placed as, in the opinion of an inspector of factories and public buildings, to be dangerous to employees therein while engaged in their ordinary duties, shall be, so far as is practicable, securely guarded. No machinery except steam engines in a factory, mechanical establishment, workshop, or mercantile establishment shall be cleaned while running if objection in writing is made by one of said inspectors. All factories, mechanical establishments, workshops and mercantile establishments shall be well lighted and well ventilated, and shall be kept clean, and this last requirement shall be enforced by the state inspectors of health. [*Approved March 25, 1912.*]

CHAPTER 334.

AN ACT TO AUTHORIZE CITIES AND TOWNS TO REGULATE THE USE OF BUILDINGS FOR THE PROTECTION OF THE PUBLIC HEALTH AND MORALS.

. . . [Amends Revised Laws, chapter 104, section 1.] *Section 1.* Every city, except Boston, and every town which accepts the provisions of this section or has accepted the corresponding provisions of earlier laws may, for the prevention of fire and the preservation of life, health and morals, by ordinances or by-laws not inconsistent with law and applicable throughout the whole or any defined part of

its territory, regulate the inspection, materials, construction, alteration, height, area, location and use of buildings and other structures within its limits, except such as are owned or occupied by the United States or by the Commonwealth and except bridges, quays and wharves, and may prescribe penalties not exceeding one hundred dollars for each violation of such ordinances or by-laws. [*Approved March 28, 1912.*]

CHAPTER 354.

AN ACT TO INCREASE THE PENALTY IMPOSED ON A RAILROAD CORPORATION FOR LOSS OF LIFE THROUGH ITS NEGLIGENCE.

. . . [Amends acts of 1906, chapter 463, part I, section 63, as amended by acts of 1907, chapter 392.] . . . If an employee of a railroad corporation, being in the exercise of due care, is killed under such circumstances as would have entitled him to maintain an action for damages against such corporation if death had not resulted, the corporation shall be liable in the sum of not less than five hundred nor more than ten thousand dollars, in the same manner as it would have been if the deceased had not been an employee. But no executor or administrator shall, for the same cause, avail himself of more than one of the remedies given by the provisions of this section. [*Approved April 1, 1912.*]

CHAPTER 358.

AN ACT TO PREVENT INTERFERENCE WITH THE MILITIA AND NAVAL RESERVE AND WITH ENLISTMENT THEREIN.

SECTION 1. Any person who wilfully either deprives a member of the militia or naval reserve of his employment, or denies him employment, or prevents his being employed by another, or obstructs or annoys him or his employer in respect of his trade, business, or employment, because of such member's connection with the militia or naval reserve or because of his necessary absence from business in performance of his duty as such member, and whoever dissuades any person from enlisting in the militia or naval reserve by threat of injury to him in respect of his employment, trade or business or of other injury, in case he shall so enlist, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding five hundred dollars, or by imprisonment for a term not exceeding six months, or by both such fine and imprisonment.

SECTION 2. This act shall take effect upon its passage. [*Approved April 1, 1912.*]

CHAPTER 363.¹

AN ACT RELATIVE TO THE RETIREMENT SYSTEM OF THE EMPLOYEES OF THE COMMONWEALTH.

CHAPTER 532, ACTS OF 1911 (AS AMENDED BY ACTS OF 1912, CHAPTER 363, AND ACTS OF 1913, CHAPTER 63.²)

AN ACT TO ESTABLISH A RETIREMENT SYSTEM FOR THE EMPLOYEES OF THE COMMONWEALTH.

SECTION 1 [as amended by acts of 1912, chapter 363, Section 1]. In this act, unless the context otherwise requires:—

¹ In view of the many important amendments made to Chapter 532, Acts of 1911, by Acts of 1912 and 1913, it has been deemed advisable to print the text of the entire act as amended.

² See also acts of 1912, chapter 310, on page 11, *ante*, and resolves of 1913, chapter 106, on page 119, *ante*.

(a) The words "retirement system" mean the arrangements provided in this act for the payment of pensions.

(b) The word "annuities" means the payments for life derived from money contributed by the employees.

(c) The word "employees" means permanent and regular employees in the direct service of the commonwealth or in the metropolitan district service, whose only or principal employment is in such service.

(d) The word "pensions" means the payments for life derived from money contributed by the commonwealth.

(e) The words "regular interest" mean interest at three per cent per annum compounded semi-annually on the last days of December and June, and reckoned for full three and six months' periods only.

(f) The words "continuous service" mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force, and a leave of absence, suspension or dismissal followed by reinstatement within one year. As to appointees of the sergeant-at-arms the interval between sessions of the general court shall not be considered as breaking the continuity of service.

In the case of employees of any department or institution formerly administered by a city, county or corporation and later taken over by the commonwealth, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act.

ESTABLISHMENT OF RETIREMENT SYSTEM.

SECTION 2. The retirement system shall be established on the first day of January or the first day of July following the expiration of three months after the date on which this act takes effect.

THE RETIREMENT ASSOCIATION.

SECTION 3 [as amended by acts of 1912, chapter 363, section 2]. A retirement association shall be organized among the employees of the commonwealth, including employees in the metropolitan district service, as follows:

(1) All employees of the commonwealth, on the date when the retirement system is established, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have within that period, sent notice in writing to the state insurance commissioner that he does not wish to join the association.¹

(2) All employees who enter the service of the commonwealth after the date when the retirement system is established, except persons who have already passed the age of fifty-five years, shall upon completing ninety days of service become thereby members of the association. Persons over fifty-five years of age who enter the service of the commonwealth after the establishment of the retirement system shall not be allowed to become members of the association, and no such employees shall remain in the service of the commonwealth after reaching the age of seventy years.

¹ Amended by acts of 1913, chapter 310; see *ante*, page 11.

(3) No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a pension from the commonwealth for any reason other than membership in the association.

(4) Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for a period of fifteen years immediately preceding may retire or be retired by the board of retirement upon recommendation of the head of the department in which he is employed, and any member who reaches the age of seventy must so retire.

(5) Any member who has completed a period of thirty-five years of continuous service may retire, or may be retired at any age by the board of retirement upon recommendation of the head of the department in which he is employed, if such action be deemed advisable for the good of the service.

(6) Employees who are paid partly by the commonwealth and partly by a county having a retirement system shall be enrolled as members of the state retirement association. Such employees shall be assessed on their full wages or salaries and the assessments on the part of such wages or salaries paid by the county shall be deducted by the treasurer of the county and turned over by him to the retirement association fund of the commonwealth. When any such employee is retired under the provisions of this act the treasurer of the commonwealth shall be reimbursed out of the treasury of the county for a part of the pension payments to such employee equivalent to the amount of the annuity payable on the assessments on that part of his wages or salary paid by the county which was deducted and turned over to the retirement association fund of the commonwealth in the manner hereinbefore provided.

THE BOARD OF RETIREMENT.

SECTION 4 [as amended by acts of 1912, chapter 363, section 3]. (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the state treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date on which the retirement system is established, in a manner to be determined by the state insurance commissioner; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the governor shall appoint the third member. The first person so chosen or appointed as third member shall serve for two years; otherwise and thereafter the term of office of the two elected members shall be three years. On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as his predecessor.

(2) The members of the board of retirement shall serve without compensation; but they shall be reimbursed out of the contingent fund for any expense or loss of salary or wages which they may incur through service on the board. All claims for reimbursement on this account shall be subject to the approval of the governor and council.

(3) The state treasurer shall have charge and control of the funds of the system, subject to the approval of the board of retirement, and shall invest and re-

invest the same, and may from time to time sell any securities held by him and invest and reinvest the proceeds, and any and all unappropriated income of said funds: *provided, however*, that all funds received by him, and not required for current disbursements, shall be invested in accordance with the provisions of the laws of this commonwealth relating to the investment of the funds of savings banks. He shall in the investment of the funds give preference to the securities that are legal for the investment of the sinking funds of the commonwealth. He may, whenever he sells such securities, deliver the securities so sold upon receiving the proceeds thereof, and may execute any and all documents necessary to transfer the title thereto.

(4) The board of retirement shall have power to make by-laws and regulations not inconsistent with the provisions of this act, and to employ such clerical or other assistance as may be necessary for the fulfillment of its purposes, subject to the approval of the governor and council.

(5) The board shall determine the percentage of wages or salary that employees shall contribute to the pension fund, subject to the minimum and maximum percentages, and shall, furthermore, have the power to classify employees for the purposes of the retirement system and to establish different rates of contribution for different classes within the prescribed limits.

(6) The state treasurer shall, in January of each year, unless for cause the insurance commissioner shall have granted an extension of time, file in the office of the insurance commissioner a sworn statement, which shall exhibit the financial condition of the retirement system on the thirty-first day of the preceding December, and its financial transactions for the year ending with said day. The said statement shall be in a form approved by the insurance commissioner, and shall show, among other things, the liability of the retirement system on account of the following items: —

A. Deposit Reserves.

The total of the deposits of the members actually received by the treasurer or due from the commonwealth under section five, (2) *A*, and held subject to withdrawal by such members.

B. Interest Reserve.

Regular interest on such deposits.

C. Annuity Reserve.

The net value of the annuities entered upon under section six, (2) *B*, on the basis of the mortality tables and interest rates provided for in this act.

D. Expense and Contingent Fund.

(a) The unexpended portion of the amounts received under section five, (1).

(b) The contingent fund.

E. Gifts and Bequests.

The amounts received as gifts or bequests and held under the terms of such gifts or bequests.

F. Other Liabilities.

All other liabilities.

G. Surplus.

(a) *Annuity Surplus.*—The undistributed surplus arising from annuity deposits.

(b) *Other Surplus.*—All unassigned funds.

CREATION OF THE RETIREMENT FUND.

SECTION 5. The funds of the retirement system shall be raised as follows:—

(1) *Expense and Contingent Fund.*

The general court shall appropriate annually such an amount as may be necessary to defray the whole expense of administration, according to estimates prepared by the treasurer.

(2) *Annuity and Pension Fund.*

A. Deposits by Members.—Each member shall deposit in this fund from his salary or wages, as often as the same are payable, not less than one per cent and not more than five per cent of the amount of his wages or salary, as determined by the board of retirement under the provisions of section four (5): *provided, however*, that employees who receive more than thirty dollars weekly in salary or wages shall not be assessed for contribution to this fund on the excess above that amount.

B. Contributions of the Commonwealth.—(a) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for subsequent service, under section six (2) *C* (a).

(b) Each year, in January, the commonwealth shall contribute an amount equal to the surplus arising from annuity deposits. In case there should be a deficiency arising from such annuity deposits, instead of a surplus, then the commonwealth shall make good the deficiency.

(c) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for prior service under section six (2) *C* (b).

(d) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to ensure the minimum payments provided for in section six, *E*.

(3) *Provision for Payments.*

All amounts payable by members of the association under paragraph (2) *A* of this section shall be deducted by the commonwealth from the amounts payable to them as salary or wages, as often as the same are payable, and shall immediately be credited to the retirement fund by the state treasurer.

DISTRIBUTION OF FUNDS.

SECTION 6 [as amended by acts of 1912, chapter 363, section 4 and acts of 1913, chapter 63]. The state treasurer shall administer the funds of the pension system in accordance with the following plan:—

(1) *Expenses and Contingent Fund.*

The fund provided for by section five, (1), shall be used, so far as may be necessary, for the payment of the expenses of administration. The portions not so used, if any, shall be repaid into the treasury of the commonwealth. In case the amount appropriated for the expense of a contingent fund in any year should prove insufficient, the commonwealth shall appropriate in the following year such additional sum as may be required to cover the deficit.

(2) *Annuity and Pension Funds.*

A. Refunds. — (a) Should a member of the association cease to be an employee of the commonwealth for any cause other than death before becoming entitled to a pension, there shall be refunded to him all the money paid in by him under section five, (2) A, with regular interest.

Should a member of the association die before becoming entitled to a pension, there shall be paid to his legal representatives all the money paid in by him under section five, (2) A, with such interest as shall have been earned on such deposits: *provided, that, if there is no executor or administrator of the estate of such deceased person, all sums due under this paragraph, not exceeding fifty dollars in any one case, may be paid to such person or persons as appear to be entitled to the proceeds of the estate.*

B. Annuities from Employees' Deposits. — Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for fifteen years immediately preceding, and then or thereafter retires or is retired, any member who retires or is retired at the age of seventy years, and any member who is retired for the good of the service under the provisions of section three, (5), shall receive an annuity to which the sum of his deposits under section five, (2), with regular interest, shall entitle him, according to the tables adopted by the board of retirement, in one of the following forms: —

(a) A life annuity, payable monthly.

(b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum, at the date of his retirement, of his deposits under section five, (2) A, with regular interest, the difference shall be paid to his legal representatives.

C. Pensions derived from Contributions by the Commonwealth. — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity, to be paid out of the fund contributed by the commonwealth under the provisions of section five, (2) B (a).

(b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the commonwealth for fifteen years or more immediately preceding, and then or thereafter retires or is retired, and any member who completes thirty-five years of continuous service and then or thereafter retires or is retired, shall receive in addition to the annuity and pension provided for by paragraphs (2) B and C (a) of this section, an extra pension for life as large as the amount of the annuity and pension to which he might have acquired a claim if the retirement system had been in operation at

the time when he entered the service of the commonwealth, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest.

In the case of employees who are paid partly by the commonwealth and partly by a county having a retirement system, or who have rendered service in the past both for the commonwealth and for such county, all of the continuous service rendered by any such employee either for the commonwealth or for the county before the establishment of the retirement system shall be counted as part of the prior service for the purposes of this act.

In the case of members of the association related as husband and wife, if one of the two retires or is retired the other shall have the right also to retire, and shall be paid a retiring allowance proportionate to the amount of his or her accumulated contributions to date, or, in case the allowance thus calculated is less than the minimum allowance of two hundred dollars hereinafter provided for, shall be paid that sum annually.

If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a lump sum with the first monthly payment on the account of his retiring allowance.

Any employee who had already reached the age of fifty-five years on the date when the retirement system was established, and also became a member of the association may be retired under the provisions of the preceding paragraph without having completed the otherwise required service period of fifteen years. For the purpose of computing any pension payable for prior service, the board of retirement may estimate on the basis determined by them the wages received at any period for which they may deem it impracticable to consult the original records.

Any employee not a member of the association who had already reached the age of fifty-five years on the date when the retirement system was established may be retired at any time and shall be paid a pension equivalent to the minimum payment hereinafter provided for.

D. Application of Surplus. — The board of retirement shall have power to determine the application of any surplus, as defined under section four (6) *G*, subject to the approval of the insurance commissioner.

E. Minimum and Maximum Payments. — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the amount of the average salary or wages received by the member during the ten years prior to his retirement.

F. Association Membership and Pension Certificate. — Membership in the association shall be evidenced by a certificate to be issued to each member by the board of retirement, and the right to an annuity or a pension shall be evidenced by a policy to be issued to each member who retires or is retired by the board of retirement.

TAXATION, ATTACHMENTS AND ASSIGNMENTS.

SECTION 7. The funds of the retirement system, so far as they are invested in personal property, shall be exempt from taxation.

That portion of the wages of a member deducted or to be deducted under this act, the right of a member to an annuity or pension, and all his rights in the funds of the retirement system shall be exempt from taxation, and from the operation of any law relating to bankruptcy or insolvency, and shall not be attached or taken upon execution or other process of any court. No assignment of any right in or to said funds shall be valid.

SUPERVISION BY INSURANCE COMMISSIONER.

SECTION 8. The insurance commissioner shall prescribe for the retirement system of the commonwealth one or more mortality tables, and shall determine what rates of interest shall be established in connection with such tables, and may later modify such tables or prescribe other tables to represent more accurately the expense of the retirement system, or may change said rates of interest and may determine the application of the changes so made. He shall also prescribe and supervise the methods of bookkeeping of the retirement association formed under the provisions of this act.

The insurance commissioner shall at least once in each year, either personally or by deputy or assistant, thoroughly inspect and examine the affairs of the retirement association to ascertain its financial condition, its ability to fulfil its obligations, whether all parties in interest have complied with the provisions of law applicable to the retirement association, and whether the transactions of the board of retirement have been in accordance with the rights and equities of those in interest. The retirement system shall be credited, in the account of its financial condition, with the amounts due from the commonwealth, under the provisions of section five, (2) *B (a)*, its investments having fixed maturities upon which the interest is not in default at amortized values, and its other investments at a reasonable valuation.

For the purposes aforesaid, the insurance commissioner or other persons making examination shall have access to all the securities, books and papers of the retirement system, and may summon and administer oaths and examine as witnesses the members of the board of retirement or any other person relative to the financial affairs, transactions and condition of the retirement system. The insurance commissioner shall preserve in a permanent form a full record of the proceedings at such examination, and the results thereof. Upon the completion of such examination, verification and valuation, the insurance commissioner shall make a report in writing of his findings to the board of retirement, and shall send a copy thereof to the governor and the executive council of the commonwealth.

SECTION 9. If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the governor of the commonwealth and to the board of retirement, and thereafter if such violation or

neglect continues shall forthwith present the facts to the attorney-general for his action.

SECTION 10. The superior court shall have jurisdiction in equity upon petition of the insurance commissioner or of any interested party to compel the observance and restrain the violation of this act, and of the rules and regulations established by the board of retirement hereunder.

SECTION 11. This act shall take effect upon its passage. [*Original act, Chapter 532, Acts of 1911, approved June 7, 1911; amending act, Chapter 363, Acts of 1912, approved April 2, 1912.*]

CHAPTER 369.

AN ACT RELATIVE TO THE OCCUPATION OF BUILDINGS IN THE CITY OF BOSTON UNTIL MEANS OF EGRESS HAVE BEEN PROVIDED SATISFACTORY TO THE BUILDING COMMISSIONER.

SECTION 1. . . . [Amends acts of 1907, chapter 550, section 12, paragraph 7.] Every building shall have, with reference to its height, condition, construction, surroundings, character of occupation and number of occupants, reasonable means of egress in case of fire, satisfactory to the commissioner, except that in all factories or workshops hereafter built or altered, of second class construction, where ten or more persons are employed above the second floor, one exit shall consist of a fire-proof stairway enclosed in incombustible material. No building hereafter erected shall be occupied or permitted to be occupied until said means of egress have been provided in accordance with plans and drawings approved by the building commissioner.

SECTION 2. This act shall take effect upon its passage. [*Approved April 3, 1912.*]

CHAPTER 395.

AN ACT RELATIVE TO THE RETIREMENT OF CERTAIN VETERANS IN THE SERVICE IN THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1911, chapter 113.] *Section 3.* An employee of the city who is on leave of absence or whose name remains on the list of employees of the city, although he is not rendering service, or who ceases to be an employee of the city within the three years preceding the passage of this act shall be entitled to the benefits of this act: *provided*, that he is a veteran of the civil war.

SECTION 2. This act shall take effect upon its passage. [*Approved April 3, 1912.*]

CHAPTER 409.

AN ACT RELATIVE TO REPORTING ACCIDENTS.

. . . [Amends acts of 1909, chapter 514, section 144; repealed by acts of 1913, chapter 746, section 2, see page 52, *ante.*] [*Approved April 6, 1912.*]

CHAPTER 447.

AN ACT RELATIVE TO THE RETIREMENT OF CERTAIN VETERANS IN THE SERVICE OF CITIES AND TOWNS.

SECTION 1. A veteran of the civil war in the service of any city or town, if incapacitated for active duty, may be retired from active service by the city council of the city, or by the selectmen of the town, at one half the rate of the average compensation paid to him during the two years immediately preceding his retirement: *provided*, that no veteran shall be retired under the provisions of this act unless he has been in the service of the city or town for a period of not less than ten years preceding the time of his retirement.

SECTION 2. A veteran of the civil war who is employed jointly by two cities or by a city and town, or by two towns, if incapacitated for active duty, may be retired from active service by the joint action of the city council of each city, or by the joint action of the city council of the city and of the selectmen of the town, or by the selectmen of the two towns, as the case may be, at one half the rate of the average compensation paid to him during the two years immediately preceding his retirement, one half of the said retiring compensation to be paid by each of the municipalities employing him: *provided*, that, except as hereinafter provided, no veteran shall be retired under the provisions of this section unless he has been in the service of the two municipalities, as aforesaid, for a period of not less than ten years preceding the time of his retirement. But a period of employment by either one of said municipalities immediately preceding his employment by both jointly shall be reckoned as a part of the said ten years.

SECTION 3. This act shall take effect in any city or town upon its acceptance by the city council of the city, or by a majority of the voters of the town voting thereon at an annual town meeting or at any special town meeting duly called for the purpose.

SECTION 4. The action of any city council in regard either to the acceptance of this act or to the retiring of any veteran under authority of this act shall be subject to veto by the mayor of such city and to passage over his veto in the manner provided by the charter of the city. [*Approved April 8, 1912.*]

CHAPTER 452.

AN ACT RELATIVE TO THE EMPLOYMENT OF CHILDREN AND WOMEN IN CERTAIN WORKSHOPS CONNECTED WITH MERCANTILE ESTABLISHMENTS.

SECTION 1. . . . [Amends acts of 1911, chapter 313, section 1.] *Section 1.* The provisions of section forty-seven of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, relative to the employment of children and women in mercantile establishments, shall also apply to children and women employed in a workshop for the altering or repairing of garments: *provided*, that the workshop is connected with a mercantile establishment where the said garments are sold at retail, and is owned and operated by the proprietor of such mercantile establishment; and *provided, also*, that such children and women shall not be em-

ployed more than fifty-six hours in any one week. The provisions of section forty-eight of the said chapter shall not apply to children and women employed as aforesaid.

SECTION 2. This act shall take effect upon its passage.

(The foregoing was laid before the Governor on the second day of April, 1912, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 453.

AN ACT TO PROVIDE FOR THE RETIREMENT OF MEMBERS OF THE FIRE DEPARTMENT OF THE CITY OF SOMERVILLE.

SECTION 1. The chief of the fire department of the city of Somerville, with the approval of the mayor and board of aldermen, shall retire from active service and place upon a pension roll any member of the fire department of that city who, by injuries sustained through no fault of his and in the actual performance of his duty, has become permanently disabled, mentally or physically, from useful service in the department, and may retire from active service and place upon a pension roll any member of said department who has reached the age of sixty-five years and who has performed faithful service in that department for a period of not less than twenty years, and any member of said department who has performed faithful service in that department for a period of not less than twenty years, who is incapacitated for further useful service in the department: *provided, however*, that no member of said department shall be retired for permanent total disability except upon the certificate of the city physician, which certificate shall be filed with the records of the fire department. Every person retired under the provisions of this act shall receive as an annual pension a sum equal to one half of the annual compensation received by him at the time of his retirement, the said amount to be paid by the city, which shall provide money therefor.

SECTION 2. Chapter two hundred and forty-six of the acts of the year nineteen hundred, in so far as it applies to the city of Somerville, is hereby repealed.

SECTION 3. This act shall take effect upon its acceptance by the board of aldermen of the city of Somerville for the year nineteen hundred and twelve.

(This bill, returned by the Governor to the house of representatives, the branch in which it originated, with his objections thereto, was passed by the house of representatives April 8, and, in concurrence, by the Senate April 9, the objections of the Governor notwithstanding, in the manner prescribed by the Constitution; and thereby has the "force of a law".)

CHAPTER 477.

AN ACT RELATIVE TO THE HOURS OF EMPLOYMENT OF WOMEN AND MINORS.

. . . [Amends acts of 1909, chapter 514, section 48, as amended by acts of 1911, chapter 484; amended by acts of 1913, chapter 758, section 1, see page 53, *ante*.]
[Approved April 12, 1912.]

CHAPTER 479.

AN ACT TO REQUIRE THE FURNISHING OF SEATS FOR ELEVATOR MEN.

SECTION 1. All elevators used for the carriage of passengers shall be provided with a suitable seat for the operator in charge of the same.

SECTION 2. Failure to comply with the provisions of this act shall be punished by a fine not exceeding twenty dollars for each offence.

SECTION 3. This act shall be enforced by the inspectors of factories and public buildings of the district police. [*Approved April 12, 1912.*]

CHAPTER 488.

AN ACT TO AUTHORIZE RAILROAD CORPORATIONS TO ISSUE PASSES TO FORMER EMPLOYEES WHO HAVE BEEN INJURED.

SECTION 1. Railroad corporations are hereby authorized to issue passes for free transportation to former employees who have been injured in the service of the corporation issuing the pass. The pass shall state the nature of the injury, shall not be transferable, and shall be forfeited if used, or attempted to be used, in violation of the conditions of the pass, or if it was obtained by misrepresentation.

SECTION 2. This act shall take effect upon its passage. [*Approved April 13, 1912.*]

CHAPTER 495.

AN ACT RELATIVE TO CERTAIN CORRUPT CONDUCT ON THE PART OF AGENTS AND OTHERS.

. . . [Amends acts of 1909, chapter 514, section 28.] *Section 28.* Whoever corruptly gives, offers or promises to an agent, employee or servant, any gift or gratuity whatever, with intent to influence his action in relation to the business of his principal, employer or master; or an agent, employee or servant who corruptly requests or accepts a gift or gratuity or a promise to make a gift or to do an act beneficial to himself, under an agreement or with an understanding that he shall act in any particular manner in relation to the business of his principal, employer, or master; or an agent, employee or servant, who, being authorized to procure materials, supplies or other articles either by purchase or contract for his principal, employer or master, or to employ service or labor for his principal, employer, or master, receives directly or indirectly, for himself or for another, a commission, discount or bonus from the person who makes such sale or contract, or furnishes such materials, supplies or other articles, or from a person who renders such service or labor; and any person who gives or offers such an agent, employee or servant such commission, discount or bonus, shall be punished by a fine of not less than ten dollars nor more than five hundred dollars, or by such fine and by imprisonment for not more than one year; except that if the person who commits the said offence acts as agent or officer of any person, partnership or corporation to employ persons as clerks, laborers or otherwise, the offence shall be felony punishable by a fine of not less than twenty-five dollars nor more than five hundred dollars, or by imprisonment in the state prison for not more than three years. The district attorneys in their respective districts shall prosecute all violations of this section. [*Approved April 16, 1912.*]

CHAPTER 503.

AN ACT RELATIVE TO PENSIONING LABORERS IN THE EMPLOY OF CITIES AND TOWNS.¹

SECTION 1. Any laborer in the employ of a city or town which accepts this act, who has reached the age of sixty years and has been in such employ for a period of not less than twenty-five years and has become physically or mentally incapacitated for labor, and any laborer in the employ of such city or town who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such city or town may, at his request, and in cities, with the approval of the mayor, or in towns, with the approval of the selectmen, be retired from service, and if so retired he shall receive from the city or town for the remainder of his life, an annual pension equal to one-half of the average annual compensation paid to him as a laborer during the two years next prior to his retirement. Any laborer in the employ of such a city or town who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years shall be retired from service and shall receive from the city or town an annual pension computed in the manner hereinbefore set forth.

SECTION 2. This act shall be submitted to the voters of each of the cities and towns of the commonwealth at the next annual state election for their acceptance or rejection, and shall take effect in any city or town upon its acceptance by a majority of the voters of such city or town voting thereon.

SECTION 3. Not less than two weeks and not more than four weeks before the election at which this act shall be submitted to the voters, the city clerk of each city shall cause to be mailed to each of the registered voters of his city a copy of this act, together with a statement that it is to be submitted to the voters at the coming election.

SECTION 4. This act shall not apply to the city of Boston.

(The foregoing was laid before the Governor on the eleventh day of April, 1912, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 518.

AN ACT RELATIVE TO THE REGISTRATION OF PLUMBERS.

SECTION 1. Certificates of registration in accordance with the provisions of chapter one hundred and three of the Revised Laws and of chapter five hundred and thirty-six of the acts of the year nineteen hundred and nine, shall be issued to all persons who registered in accordance with, and to whom certificates were issued under, the provisions of either of said chapters or under the provisions of chapter four hundred and fifty-five of the acts of the year eighteen hundred and ninety-four: *provided*, that such persons, after receipt of actual notice of the provisions of this act by registered mail or otherwise, shall register anew with the state examiners of plumbers within sixty days after the receipt of such notice.

SECTION 2. So much of chapter five hundred and thirty-six of the acts of the

¹ See acts of 1913, chapter 671, on page 44, *ante*.

year nineteen hundred and nine and of chapter five hundred and ninety-seven of the acts of the year nineteen hundred and ten as is inconsistent herewith is hereby repealed.

SECTION 3. This act shall take effect upon its passage. [*Approved April 18, 1912.*]

CHAPTER 528.

AN ACT TO PROVIDE A SATURDAY HALF HOLIDAY FOR LABORERS AND MECHANICS OF THE METROPOLITAN WATER AND SEWERAGE BOARD AND THE METROPOLITAN PARK COMMISSION.

SECTION 1. Laborers and mechanics in the permanent service of the metropolitan water and sewerage board or the metropolitan park commission, except those employed in the pumping stations of the metropolitan water and sewerage board and at the bath-houses under the control of the metropolitan park commission, shall be given a half holiday each week during the months of June, July, August and September, without loss of pay, and, if practicable, the half holiday shall be on Saturday. If, however, the public service so requires, the metropolitan park commission and the metropolitan water and sewerage board may at any time during the year give to the laborers and mechanics in their permanent service, in lieu of the said half holidays, days off duty without loss of pay equivalent in time to the half holidays which would otherwise be given under this act.

SECTION 2. This act shall take effect upon its passage.

(The foregoing was laid before the Governor on the seventeenth day of April, 1912, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.)

CHAPTER 531.

AN ACT RELATIVE TO THE OPERATION AND INSPECTION OF STEAM BOILERS.

SECTION 1. . . . [Amends acts of 1907, chapter 465, section 1, as amended by acts of 1908, chapter 563, section 1, and acts of 1909, chapter 393, section 1.]
Section 1. All steam boilers and their appurtenances, except boilers of railroad locomotives, motor road vehicles, boilers in private residences, boilers in public buildings and in apartment houses used solely for heating, and carrying pressures not exceeding fifteen pounds per square inch, and having less than four square feet of grate surface, boilers of not more than three horse power, boilers used for horticultural and agricultural purposes exclusively, and boilers under the jurisdiction of the United States, shall be thoroughly inspected internally and externally at intervals of not over one year, and no person shall operate or cause to be operated any boiler not exempted by the provisions of this section until the boiler has been inspected as hereinafter provided, nor until the certificate of inspection as hereinafter provided has been issued and so placed as to be easily read in the engine or boiler room of the plant where the boiler is located, except that such certificate of inspection for a portable boiler shall be kept on the premises and shall be accessible at all times; and no person shall operate or cause to be operated any boiler not exempted by the provisions of this section at pressures in excess of the safe working pressure stated in the certificate of inspection hereinafter mentioned, which pressure is to be ascertained by rules established by the board of

boiler rules, to be appointed as hereinafter provided; and shall be equipped with such appliances to insure safety of operation as shall be prescribed by said board. All such boilers installed after January first, nineteen hundred and eight, shall be so inspected when installed. A boiler in this commonwealth at the time of the passage of this act, which does not conform to the rules of construction formulated by the board of boiler rules may be installed after a thorough internal and external inspection and hydrostatic pressure test by a member of the boiler inspection department of the district police, or by an inspector holding a certificate of competency as an inspector of steam boilers, as provided by section six of chapter four hundred and sixty-five of the acts of the year nineteen hundred and seven, and employed by the company insuring the boiler. The pressure allowed on such boilers is to be ascertained by rules formulated by the board of boiler rules. No certificate of inspection shall be granted on any boiler installed after May first, nineteen hundred and eight, which does not conform to the rules formulated by the board of boiler rules.

SECTION 2. . . . [Amends said chapter 465, section 2.] *Section 2.* Whoever owns, or uses or causes to be used, any such boiler, unless the same is under the periodically guaranteed inspection of insurance companies authorized to insure boilers in this commonwealth, shall report in writing to the chief inspector of the boiler inspection department of the district police the location of such boiler, before the work of installation of such boiler is completed, and annually thereafter: *provided, however,* that whoever owns, or uses or causes to be used, any such boiler, shall also report in writing immediately to the chief inspector of the boiler inspection department of the district police when the periodically guaranteed inspection of an insurance company authorized to insure boilers in this commonwealth ceases on such boiler for any cause, and annually thereafter so long as such boiler is not under the periodically guaranteed inspection of an insurance company authorized to insure boilers in this commonwealth.

SECTION 3. . . . [Amends said chapter 465, section 5.] *Section 5.* No person shall act as an inspector of boilers which are under the periodically guaranteed inspection of companies that have complied with the laws of this commonwealth, unless he holds a certificate of competency as hereinafter provided. Every insurance company authorized to inspect and insure steam boilers in this commonwealth shall have in its employ at least one inspector who holds a certificate of competency as hereinafter provided, and who resides in this commonwealth.

SECTION 4. . . . [Amends said chapter 465, section 13.] *Section 13.* The owner or user of a boiler herein required to be inspected shall prepare the boiler for inspection as directed by the inspector. The inspector shall give the owner or user at least fourteen days' notice to prepare a boiler for inspection if requested by the owner or user to give such notice: *provided, however,* that the inspector shall not be required to give notice of external inspection under steam, and that such notice need not be given if the boiler is in process of installation, or if the boiler has not been inspected within one year and a certificate of inspection issued. If, in the judgment of an inspector of the boiler inspection department of the district police, any boiler or its appurtenances, which are herein required to be inspected, are in a defective or dangerous condition, he may immediately order the boiler discontinued from service, whether or not such boiler is under the

periodically guaranteed inspection of an insurance company authorized to insure steam boilers in this commonwealth; and no person shall again operate such boiler, or cause it to be operated, until a certificate of inspection has been issued by an inspector of the boiler inspection department of the district police.

SECTION 5. . . . [Amends said chapter 465, section 14.] *Section 14.* The owner or user of a boiler inspected by the boiler inspection department shall pay to the inspector five dollars for each boiler internally and externally inspected, and two dollars for each visit for external inspection under steam, and two dollars for each cast-iron sectional boiler inspected. The inspector shall give receipts for the same, and shall pay all sums so received to the chief inspector of the boiler inspection department, who shall pay the same to the treasurer of the commonwealth.

SECTION 6. . . . [Amends said chapter 465, section 15.] *Section 15.* If, upon inspection the inspector finds the boiler to be in safe working order, with the fittings necessary to safety, and properly set up, and the boiler and its appendages conform to the rules formulated by the board of boiler rules, he shall issue to the owner or user thereof a certificate of inspection stating the maximum pressure at which the boiler may be operated, as ascertained by the rules established by the board of boiler rules, and thereupon such owner or user may operate the boiler mentioned in the certificate. If the inspector finds that the boiler is not in safe working condition, or is not provided with fittings necessary to safety, or if the fittings are improperly arranged, or if the boiler and its appendages do not conform to the rules formulated by the board of boiler rules, he shall withhold his certificate until the boiler and its fittings are put in a condition to insure safety of operation, and the boiler and its appendages do conform to the rules formulated by the board of boiler rules, and the owner or user shall not operate the boiler, or cause it to be operated, until such certificate has been granted.

SECTION 7. . . . [Amends said chapter 465, section 17.] *Section 17.* Insurance companies engaged in the business of inspecting and insuring steam boilers shall, after each internal and external inspection, if the boiler and its appendages conform to the rules formulated by the board of boiler rules, and if they deem the boiler to be in safe working condition otherwise, issue a certificate of inspection stating the maximum pressure at which the boiler may be operated. This maximum pressure shall be determined under the rules established by the board of boiler rules.

SECTION 8. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 9. This act shall take effect upon its passage. [*Approved April 25, 1912.*]

CHAPTER 533.

AN ACT RELATIVE TO THE HOURS OF LABOR OF EMPLOYEES OF STREET RAILWAY COMPANIES.

SECTION 1. Section ninety-five of Part III of chapter four hundred and sixty-three of the acts of the year nineteen hundred and six¹ is hereby repealed and the work of all conductors, motormen and trainmen who are employed by or on behalf of a street railway or elevated railway company shall be arranged as provided in this act.

¹ Acts of 1906, chapter 463, Part III, section 95, was superseded by Acts of 1909, chapter 514, section 46.

SECTION 2. [Amended by acts of 1913, chapter 833, see page 116, *ante*.]

SECTION 3. [Amended by acts of 1913, chapter 833, see page 116, *ante*.]

SECTION 4. This act shall not affect any written contract existing at the date of its passage.

SECTION 5. This act shall take effect on the first day of January, nineteen hundred and thirteen. [*Approved April 25, 1912.*]

CHAPTER 545.

AN ACT FURTHER TO REGULATE ADVERTISEMENTS AND SOLICITATIONS FOR EMPLOYEES DURING STRIKES OR OTHER LABOR DISPUTES.

SECTION 1. . . . [Amends acts of 1910, chapter 445 by inserting after section 1 the following new section.] *Section 2.* The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. Said board shall determine this question as soon as may be, upon the application of the employer.

SECTION 2. This act shall take effect upon its passage. [*Approved April 27, 1912.*]

CHAPTER 546.

AN ACT RELATIVE TO VACATIONS OF MEMBERS OF FIRE DEPARTMENTS.

SECTION 1. Members of the fire department of every city shall be excused from duty for one day out of every five days, without loss of pay. The time and the manner of excusing members of fire departments from duty, in accordance with the provisions of this act, shall be determined by the chief, or other officer or board at the head of the fire department.

SECTION 2. The chief, or other officer or board at the head of the fire department of any city shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable, and such days shall be in addition to any annual vacation now or hereafter allowed to the members of said departments, and such annual vacation shall not be diminished on account of the days off herein provided for.

SECTION 3. This act shall be submitted to the voters of every city, except the cities of Boston and Brockton, at the annual city election in the current year, and shall take effect in any city upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. If in any such city the said election for the current year shall have been held prior to the passage of this act, this act shall be submitted to the voters of such city at the annual city election in the following year. [*Approved April 27, 1912.*]

CHAPTER 565.

AN ACT TO EXTEND AND ENLARGE THE PLAN OF MAKING GOODS FOR PUBLIC USE BY
THE LABOR OF PRISONERS.

SECTION 1. . . . [Amends Revised Laws, 1902, chapter 225, section 45.] *Section 45.* The prison commissioners shall, as far as possible, cause such articles and materials as are used in the public institutions, offices and departments of the commonwealth, of the several counties, and of the cities and towns which are established, maintained or supported, wholly or in part, by the appropriation of public money, to be produced by the labor of prisoners in the institutions named in section forty-three.

SECTION 2. . . . [Amends acts of 1910, chapter 414, section 5.] *Section 5.* In January of each year the prison commissioners shall send to the auditor of the commonwealth, to the auditing and disbursing officers of the several counties, and to the auditor and treasurer of each city and town, a list of the articles and materials that can be produced by the labor of prisoners for the use of public institutions, offices and departments of the commonwealth, of the counties, and of the cities and towns. No bill for any such articles or materials purchased for the use of said institutions, offices or departments, otherwise than from a prison, or from another institution, shall be allowed or paid unless it is accompanied by a certificate from the prison commissioners showing that a requisition therefor has been made and that the goods cannot be supplied from the prisons.

SECTION 3. Wherever the words "public institution", appear in the law relative to making goods by the labor of prisoners, as contained in chapter two hundred and twenty-five of the Revised Laws, and in chapter four hundred and fourteen of the acts of the year nineteen hundred and ten, they shall be construed to include every office, department or institution of the commonwealth, of any county, or of any city or town. The words "superintendent, officers and principal officers in charge", as used in said chapters, shall include the heads of all offices and departments.

SECTION 4. With the approval of the governor and council, the prison commissioners may expend from the Prison Industries Funds, such sums as are needed to rearrange or enlarge the shops for the purpose of carrying out the provisions of this act. They may also employ such additional help as the governor and council shall approve to make the needed arrangements with the institutions and departments that are concerned in the law relative to making goods for public use.

SECTION 5. Any officer who wilfully refuses or neglects to comply with the provisions of this or of any other act relative to the purchase of articles and materials from the prisons, shall be liable to a penalty of not more than one hundred dollars. [Approved May 6, 1912.]

CHAPTER 569.

AN ACT TO EXTEND THE TIME WITHIN WHICH CERTAIN APPLICATIONS FOR PENSIONS
MAY BE MADE BY TEACHERS IN THE PUBLIC SCHOOLS OF THE CITY OF BOSTON.

SECTION 1. . . . [Amends acts of 1910, chapter 617, section 4.] *Section 4.* The school committee of said city during the year nineteen hundred and ten shall grant pensions to not less than sixty persons, who were annuitants of the Boston

Teachers' Retirement Fund Association at the time when said chapter five hundred and eighty-nine took effect or teachers who had retired previous to said time, having taught in the public day schools for a period aggregating thirty years, twenty of which were in the public day schools of the city of Boston, at a rate not less than one hundred and eighty dollars per annum for each person, which shall be payable from the fund established under the provisions of this act, and during each year thereafter such a number of additional persons shall be pensioned as shall be necessary to keep on the roll the names of not less than sixty such persons: *provided*, that all such persons receiving pensions shall hold themselves subject to the call of said school committee to teach in case of need or emergency at the rates of pay current for substitutes at the time when they are so called; and *provided, further*, that no person shall be paid a pension under this section who shall not have made written application therefor to the secretary of said school committee before the first day of August in the year nineteen hundred and twelve.

SECTION 2. Persons who have been employed in teaching or supervising in the public schools of the town of Hyde Park prior to the first day of January, in the year nineteen hundred and twelve, and who then became members of the teaching or supervising staff of the public day schools of the city of Boston, shall be entitled to receive the benefits under chapter two hundred and thirty-seven of the acts of the year nineteen hundred, and chapter six hundred and seventeen of the acts of the year nineteen hundred and ten, in the same manner as if such service had been wholly rendered in the city of Boston.

SECTION 3. This act shall take effect upon its passage. [*Approved May 7, 1912.*]

CHAPTER 571.

AN ACT TO PERFECT IN DETAIL THE ACT RELATIVE TO PAYMENTS TO EMPLOYEES FOR PERSONAL INJURIES RECEIVED IN THE COURSE OF THEIR EMPLOYMENT AND TO THE PREVENTION OF SUCH INJURIES.

[NOTE.—In view of the many amendments made to Chapter 751, Acts of 1911, by legislation of 1912 and 1913, the entire act, as amended, is printed below.]

CHAPTER 751.

(AS AMENDED BY ACTS OF 1912, CHAPTERS 172 AND 571, AND ACTS OF 1913, CHAPTERS 48, 445, 448, 568, 696, 746.)

AN ACT RELATIVE TO PAYMENTS TO EMPLOYEES FOR PERSONAL INJURIES RECEIVED IN THE COURSE OF THEIR EMPLOYMENT AND TO THE PREVENTION OF SUCH INJURIES.¹

PART I.

MODIFICATION OF REMEDIES.

SECTION 1. In an action to recover damages for personal injury sustained by an employee in the course of his employment, or for death resulting from personal injury so sustained, it shall not be a defense:

1. That the employee was negligent;

¹ This chapter is also affected by Chapter 813 of the Acts of 1913. The Workmen's Compensation Law for workmen, laborers, and mechanics employed by the Commonwealth of Massachusetts was passed in 1913. See Acts of 1913, Chapter 807, on page 96, *ante*.

2. That the injury was caused by the negligence of a fellow employee;

3. That the employee had assumed the risk of the injury.

SECTION 2. The provisions of section one shall not apply to actions to recover damages for personal injuries sustained by domestic servants and farm laborers.

SECTION 3. The provisions of section one shall not apply to actions to recover damages for personal injuries sustained by employees of a subscriber.

SECTION 4. The provisions of sections one hundred and twenty-seven to one hundred and thirty-five, inclusive, and of one hundred and forty-one to one hundred and forty-three, inclusive, of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, and of any acts in amendment thereof, shall not apply to employees of a subscriber while this act is in effect.

SECTION 5. An employee of a subscriber shall be held to have waived his right of action at common law to recover damages for personal injuries if he shall not have given his employer, at the time of his contract of hire, notice in writing that he claimed such right, or if the contract of hire was made before the employer became a subscriber, if the employee shall not have given the said notice within thirty days of notice of such subscription. An employee who has given notice to his employer that he claimed his right of action at common law may waive such claim by a notice in writing which shall take effect five days after it is delivered to the employer or his agent.¹

PART II.

PAYMENTS.

SECTION 1. If an employee who has not given notice of his claim of common law rights of action, as provided in Part I, section five, or who has given such notice and has waived the same, receives a personal injury arising out of and in the course of his employment, he shall be paid compensation by the association, as hereinafter provided, if his employer is a subscriber at the time of the injury.

SECTION 2. If the employee is injured by reason of his serious and wilful misconduct, he shall not receive compensation.

SECTION 3 [as amended by acts of 1912, chapter 571]. If the employee is injured by reason of the serious and wilful misconduct of a subscriber or of any person regularly entrusted with and exercising the powers of superintendence, the amounts of compensation hereinafter provided shall be doubled. In such case the subscriber shall repay to the association the extra compensation paid to the employee. If a claim is made under this section the subscriber shall be allowed to appear and defend against such claim only.

SECTION 4. No compensation shall be paid under this act for any injury which does not incapacitate the employee for a period of at least two weeks from earning full wages, but if incapacity extends beyond the period of two weeks, compensation shall begin on the fifteenth day after the injury.

SECTION 5. During the first two weeks after the injury, the association shall furnish reasonable medical and hospital services, and medicines when they are needed.

SECTION 6. If death results from the injury, the association shall pay the de-

¹ See Chapter 666, Section 2, on page 226, *post*.

pendents of the employee, wholly dependent upon his earnings for support at the time of the injury, a weekly payment equal to one half his average weekly wages, but not more than ten dollars nor less than four dollars a week, for a period of three hundred weeks from the date of the injury. If the employee leaves dependents only partly dependent upon his earnings for support at the time of his injury, the association shall pay such dependents a weekly compensation equal to the same proportion of the weekly payments for the benefit of persons wholly dependent as the amount contributed by the employee to such partial dependents bears to the annual earnings of the deceased at the time of his injury. When weekly payments have been made to an injured employee before his death, the compensation to dependents shall begin from the date of the last of such payments, but shall not continue more than three hundred weeks from the date of the injury.

SECTION 7. The following persons shall be conclusively presumed to be wholly dependent for support upon a deceased employee:—

(a) A wife upon a husband with whom she lives at the time of his death.

(b) A husband upon a wife with whom he lives at the time of her death.

(c) A child or children under the age of eighteen years (or over said age, but physically or mentally incapacitated from earning) upon the parent with whom he is or they are living at the time of the death of such parent, there being no surviving dependent parent. In case there is more than one child thus dependent, the death benefit shall be divided equally among them.

In all other cases questions of dependency, in whole or in part, shall be determined in accordance with the fact, as the fact may be at the time of the injury; and in such other cases, if there is more than one person wholly dependent, the death benefit shall be divided equally among them, and persons partly dependent, if any, shall receive no part thereof; if there is no one wholly dependent and more than one person partly dependent, the death benefit shall be divided among them according to the relative extent of their dependency.

SECTION 8. If the employee leaves no dependents, the association shall pay the reasonable expense of his last sickness and burial, which shall not exceed two hundred dollars.

SECTION 9. While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to one half his average weekly wages, but not more than ten dollars nor less than four dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than three thousand dollars.

SECTION 10. While the incapacity for work resulting from the injury is partial, the association shall pay the injured employee a weekly compensation equal to one half the difference between his average weekly wages before the injury and the average weekly wages which he is able to earn thereafter, but not more than ten dollars a week; and in no case shall the period covered by such compensation be greater than three hundred weeks from the date of the injury.

SECTION 11 [as amended by acts of 1912, chapter 571 and acts of 1913, chapters 445 and 696]. In case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation:

(a) For the loss by severance of both hands at or above the wrist, or both feet at or above the ankle, or the loss of one hand and one foot, or the reduction to one

tenth of normal vision in both eyes with glasses, one half of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of one hundred weeks.

(b) For the loss by severance of either hand at or above the wrist, or either foot at or above the ankle, or the reduction to one tenth of normal vision in either eye with glasses, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of fifty weeks.

(c) For the loss by severance at or above the second joint of two or more fingers, including thumbs, or toes, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twenty-five weeks.

(d) For the loss by severance of at least one phalange of a finger, thumb, or toe, one half the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twelve weeks.

(e) *The additional amounts provided for in this section in case of the loss of a hand, foot, thumb, finger or toe shall also be paid for the number of weeks above specified, in case the injury is such that the hand, foot, thumb, finger or toe is not lost but is so injured as to be permanently incapable of use.*¹

SECTION 12. No savings or insurance of the injured employee, independent of this act, shall be taken into consideration in determining the compensation to be paid hereunder, nor shall benefits derived from any other source than the association be considered in fixing the compensation under this act.

SECTION 13. The compensation payable under this act in case of the death of the injured employee shall be paid to his legal representative; or, if he has no legal representative, to his dependents; or, if he leaves no dependents, to the persons to whom payment of the expenses for the last sickness and burial are due. If the payment is made to the legal representative of the deceased employee, it shall be paid by him to the dependents or other persons entitled thereto under this act.

SECTION 14. If an injured employee is mentally incompetent or is a minor at the time when any right or privilege accrues to him under this act, his guardian or next friend may in his behalf claim and exercise such right or privilege.

SECTION 15. No proceedings for compensation for an injury under this act shall be maintained unless a notice of the injury shall have been given to the association or subscriber as soon as practicable after the happening thereof, and unless the claim for compensation with respect to such injury shall have been made within six months after the occurrence of the same; or, in case of the death of the employee, or in the event of his physical or mental incapacity, within six months after death or the removal of such physical or mental incapacity.

SECTION 16 [as amended by acts of 1912, chapter 571]. The said notice shall be in writing, and shall state in ordinary language the time, place and cause of the injury, and shall be signed by the person injured, or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his be-

¹ Acts of 1913, Chapter 445, approved April 7, contained a clause following the word "use" in the last line which read as follows: "provided, that when the incapacity ceases the said additional payment shall also cease." This clause was stricken out by Chapter 636 of the acts of the same year, approved May 22.

half. Any form of written communication signed by any person who may give the notice as above provided, which contains the information that the person has been so injured, giving the time, place and cause of the injury, shall be considered a sufficient notice.

SECTION 17. The notice shall be served upon the association, or an officer or agent thereof, or upon the subscriber, or upon one subscriber, if there are more subscribers than one, or upon any officer or agent of a corporation if the subscriber is a corporation, by delivering the same to the person on whom it is to be served, or leaving it at his residence or place of business, or by sending it by registered mail addressed to the person or corporation on whom it is to be served, at his last known residence or place of business.

SECTION 18. A notice given under the provisions of this act shall not be held invalid or insufficient by reason of any inaccuracy in stating the time, place or cause of the injury, unless it is shown that it was the intention to mislead and the association was in fact misled thereby. Want of notice shall not be a bar to proceedings under this act, if it be shown that the association, subscriber, or agent had knowledge of the injury.

SECTION 19 [as amended by acts of 1912, chapter 571]. After an employee has received an injury, and from time to time thereafter during the continuance of his disability he shall, if so requested by the association or subscriber, submit himself to an examination by a physician or surgeon authorized to practice medicine under the laws of the commonwealth, furnished and paid for by the association or subscriber. The employee shall have the right to have a physician provided and paid for by himself present at the examination. If he refuses to submit himself for the examination, or in any way obstructs the same, his right to compensation shall be suspended, and his compensation during the period of suspension may be forfeited.

SECTION 20. No agreement by an employee to waive his rights to compensation under this act shall be valid.

SECTION 21. No payment under this act shall be assignable or subject to attachment, or be liable in any way for any debts.

SECTION 22. Whenever any weekly payment has been continued for not less than six months, the liability therefor may in unusual cases be redeemed by the payment of a lump sum by agreement of the parties, subject to the approval of the industrial accident board.

SECTION 23 [as amended by acts of 1912, chapter 571]. The claim for compensation shall be in writing and shall state the time, place, cause and nature of the injury; it shall be signed by the person injured or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf, and shall be filed with the industrial accident board. The failure to make a claim within the period prescribed by section fifteen shall not be a bar to the maintenance of proceedings under this act if it is found that it was occasioned by mistake or other reasonable cause.

PART III.

PROCEDURE.

SECTION 1 [as amended by acts of 1912, chapter 571]. There shall be an Industrial Accident Board¹ consisting of five members, to be appointed by the governor, by and with the advice and consent of the council, one of whom shall be designated by the governor as chairman. The term of office of members of this board shall be five years, except that when first constituted one member shall be appointed for one year, one for two years, one for three years, one for four years, and one for five years. Thereafter one member shall be appointed every year for the full term of five years.

SECTION 2 [as amended by acts of 1912, chapter 571 and acts of 1913, chapter 48]. The salaries and expenses of the board shall be paid by the commonwealth. The salary of the chairman shall be five thousand dollars a year, and the salary of the other members shall be forty-five hundred dollars a year each. The board may appoint a secretary at a salary of not more than three thousand dollars a year, and may remove him. It shall also be allowed *such sums as may annually be appropriated by the general court* for clerical service, and travelling and other necessary expenses. The board shall be provided with an office in the state house or in some other suitable building in the city of Boston, in which its records shall be kept.

SECTION 3 [as amended by acts of 1912, chapter 571]. The board may make rules not inconsistent with this act for carrying out the provisions of the act. Process and procedure under this act shall be as summary as reasonably may be. The board or any member thereof shall have the power to subpoena witnesses, administer oaths, and to examine such parts of the books and records of the parties to a proceeding as relate to questions in dispute. The fees for attending as a witness before the industrial accident board shall be one dollar and fifty cents a day, for attending before an arbitration committee fifty cents a day; in both cases five cents a mile for travel out and home.

The superior court shall have power to enforce by proper proceedings the provisions of this section relating to the attendance and testimony of witnesses and the examination of books and records.

SECTION 4 [as amended by acts of 1912, chapter 571]. If the association and the injured employee reach an agreement in regard to compensation under this act, a memorandum of the agreement shall be filed with the industrial accident board and, if approved by it, thereupon the memorandum shall for all purposes be enforceable under the provisions of Part III, section eleven. Such agreements shall be approved by said board only when the terms conform to the provisions of this act.

SECTION 5 [as amended by acts of 1912, chapter 571]. If the association and the injured employee fail to reach an agreement in regard to compensation under this act, either party may notify the industrial accident board who shall thereupon call for the formation of a committee of arbitration. The committee of arbitration shall consist of three members, one of whom shall be a member of the industrial

¹ For law relative to joint action of Industrial Accident Board and State Board of Labor and Industries, see Acts of 1913, Chapter 813, on page 98, *ante*.

accident board, and shall act as chairman. The other two members shall be named, respectively, by the two parties. If the subscriber has appeared under the provisions of Part II, section three, the member named by the association shall be subject to his approval. If a vacancy occurs it shall be filled by the party whose representative is unable to act.

The arbitrators appointed by the parties shall be sworn by the chairman as follows: I do solemnly swear that I will faithfully perform my duty as arbitrator and will not be influenced in my decision by any feeling of friendship or partiality toward either party. So help me God.

SECTION 6 [as amended by acts of 1912, chapter 571]. It shall be the duty of the industrial accident board, upon notification that the parties have failed to reach an agreement, to request both parties to appoint their respective representatives on the committee of arbitration. The board shall designate one of its members to act as chairman, and, if either party does not appoint its member on this committee within seven days after notification, as above provided, or after a vacancy has occurred, the board or any member thereof shall fill the vacancy and notify the parties to that effect.

SECTION 7 [as amended by acts of 1912, chapter 571]. The committee on arbitration shall make such inquiries and investigations as it shall deem necessary. The hearings of the committee shall be held in the city or town where the injury occurred, and the decision of the committee, together with a statement of the evidence submitted before it, its findings of fact, rulings of law and any other matters pertinent to questions arising before it shall be filed with the industrial accident board. Unless a claim for a review is filed by either party within seven days, the decision shall be enforceable under the provisions of Part III, section eleven.

SECTION 8. The industrial accident board or any member thereof may appoint a duly qualified impartial physician to examine the injured employee and to report. The fee for this service shall be five dollars and travelling expenses, but the board may allow additional reasonable amounts in extraordinary cases.

SECTION 9. The arbitrators named by or for the parties to the dispute shall each receive five dollars as a fee for his services, but the industrial accident board or any member thereof may allow additional reasonable amounts in extraordinary cases. The fees shall be paid by the association, which shall deduct an amount equal to one third of the sum from any compensation found due to the employee.

SECTION 10 [as amended by acts of 1912, chapter 571]. If a claim for a review is filed, as provided in Part III, section seven, the board shall hear the parties and may hear evidence in regard to any or all matters pertinent thereto and may revise the decision of the committee in whole or in part, or may refer the matter back to the committee for further findings of fact, and shall file its decision with the records of the proceedings and notify the parties thereof. No party shall as a matter of right be entitled to a second hearing upon any question of fact.

SECTION 11 [as amended by acts of 1912, chapter 571]. Any party in interest may present certified copies of an order or decision of the board, a decision of an arbitration committee from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the board, and all papers in connection therewith, to the superior court for the county in

which the injury occurred or for the county of Suffolk, whereupon said court shall render a decree in accordance therewith and notify the parties. Such decree shall have the same effect and all proceedings in relation thereto shall thereafter be the same as though rendered in a suit duly heard and determined by said court, except that there shall be no appeal therefrom upon questions of fact, or where the decree is based upon a decision of an arbitration committee or a memorandum of agreement, and that there shall be no appeal from a decree based upon an order or decision of the board which has not been presented to the court within ten days after the notice of the filing thereof by the board. Upon the presentation to it of a certified copy of a decision of the industrial accident board ending, diminishing or increasing a weekly payment under the provisions of Part III, section twelve, the court shall revoke or modify the decree to conform to such decision.

SECTION 12. Any weekly payment under this act may be reviewed by the industrial accident board at the request of the association or of the employee; and on such review it may be ended, diminished or increased, subject to the maximum and minimum amounts above provided, if the board finds that the condition of the employee warrants such action.

SECTION 13. Fees of attorneys and physicians for services under this act shall be subject to the approval of the industrial accident board.

SECTION 14. If the committee of arbitration, industrial accident board, or any court before whom any proceedings are brought under this act determine that such proceedings have been brought, prosecuted, or defended without reasonable ground, it shall assess the whole cost of the proceedings upon the party who has so brought, prosecuted or defended them.

SECTION 15 [as amended by acts of 1913, chapter 448]. Where the injury for which compensation is payable under this act was caused under circumstances creating a legal liability in some person other than the subscriber to pay damages in respect thereof, the employee may at his option proceed either at law against that person to recover damages, or against the association for compensation under this act, but not against both, and if compensation be paid under this act, the association may enforce in the name of the employee, or in its own name and for its own benefit, the liability of such other person, *and in case the association recovers a sum greater than that paid by the association to the employee four fifths of the excess shall be paid over to the employee.*

SECTION 16 [as amended by acts of 1912, chapter 571]. All questions arising under this act, if not settled by agreement by the parties interested therein, shall, except as otherwise herein provided, be determined by the industrial accident board. The decisions of the industrial accident board shall for all purposes be enforceable under the provisions of Part III, section 11.

SECTION 17. If a subscriber enters into a contract, written or oral, with an independent contractor to do such subscriber's work, or if such a contractor enters into a contract with a sub-contractor to do all or any part of the work comprised in such contract with the subscriber, and the association would, if such work were executed by employees immediately employed by the subscriber, be liable to pay compensation under this act to those employees, the association shall pay to such employees any compensation which would be payable to them under this act if the independent or sub-contractors were subscribers. The association, however, shall

be entitled to recover indemnity from any other person who would have been liable to such employees independently of this section, and if the association has paid compensation under the terms of this section, it may enforce in the name of the employee, or in its own name and for the benefit of the association, the liability of such other person. This section shall not apply to any contract of an independent or sub-contractor which is merely ancillary and incidental to, and is no part of or process in, the trade or business carried on by the subscriber, nor to any case where the injury occurred elsewhere than on, in, or about the premises on which the contractor has undertaken to execute the work for the subscriber or which are under the control or management of the subscriber.

SECTION 18 [as amended by acts of 1913, chapter 746, section 1]. Every employer shall hereafter keep a record of all injuries, fatal or otherwise, received by his employees in the course of their employment. Within forty-eight hours, not counting Sundays and legal holidays, after the occurrence of an *injury*, a report thereof shall be made in writing to the industrial accident board on blanks to be procured from the board for the purpose. Upon the termination of the disability of the injured employee, the employer shall make a supplemental report upon blanks to be procured from the board for that purpose. *If the disability extends beyond a period of sixty days, the employer shall report to the board at the end of such period that the injured employee is still disabled, and upon the termination of the disability shall file a final supplemental report as provided above.*

The said reports shall contain the name and nature of the business of the employer, the *situation* of the establishment, the name, age, sex, and occupation of the injured employee, and shall state the date and hour of *any* accident causing the *injury*, the nature and cause of the injury, and such other information as may be required by the board.

Any employer who refuses or neglects to make the report required by this section shall be punished by a fine of not more than fifty dollars for each offence.

Copies of all reports of injuries filed by employers with the industrial accident board and all statistics and data compiled therefrom shall be kept available by the said board, and shall be furnished on request to the state board of labor and industries for its own use.

Within sixty days after the termination of the disability of the injured employee, the association or other party liable to pay the compensation provided for by Part II of this act shall file with the board a statement showing the total payments made or to be made for compensation and for medical services for such injured employee.

PART IV.

THE MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.¹

SECTION 1. The Massachusetts Employees Insurance Association is hereby created a body corporate with the powers provided in this act and with all the general corporate powers incident thereto.

SECTION 2. The governor shall appoint a board of directors of the association,

¹ See Chapter 721, on page 233, *post*.

consisting of fifteen members, who shall serve for a term of one year, or until their successors are elected by ballot by the subscribers at such time and for such term as the by-laws shall provide.

SECTION 3. Until the first meeting of the subscribers the board of directors shall have and exercise all the powers of the subscribers, and may adopt by-laws not inconsistent with the provisions of this act, which shall be in effect until amended or repealed by the subscribers.

SECTION 4. The board of directors shall annually choose by ballot a president, who shall be a member of the board, a secretary, a treasurer, and such other officers as the by-laws shall provide.

SECTION 5. Seven or more of the directors shall constitute a quorum for the transaction of business.

Vacancies in any office may be filled in such manner as the by-laws shall provide.

SECTION 6. Any employer in the commonwealth may become a subscriber.

SECTION 7. The board of directors shall, within thirty days of the subscription of twenty-five employers, call the first meeting of the subscribers by a notice in writing mailed to each subscriber at his place of business not less than ten days before the date fixed for the meeting.

SECTION 8. In any meeting of the subscribers each subscriber shall be entitled to one vote, and if a subscriber has five hundred employees to whom the association is bound to pay compensation he shall be entitled to two votes, and he shall be entitled to one additional vote for each additional five hundred employees to whom the association is bound to pay compensation, but no subscriber shall cast, by his own right or by the right of proxy, more than twenty votes.

SECTION 9. No policy shall be issued by the association until not less than one hundred employers have subscribed, who have not less than ten thousand employees to whom the association may be bound to pay compensation.

SECTION 10. No policy shall be issued until a list of the subscribers, with the number of employees of each, together with such other information as the insurance commissioner may require, shall have been filed at the insurance department, nor until the president and secretary of the association shall have certified under oath that every subscription in the list so filed is genuine and made with an agreement by every subscriber that he will take the policies subscribed for by him within thirty days of the granting of a license to the association by the insurance commissioner to issue policies.

SECTION 11. If the number of subscribers falls below one hundred, or the number of employees to whom the association may be bound to pay compensation falls below ten thousand, no further policies shall be issued until other employers have subscribed who, together with existing subscribers, amount to not less than one hundred who have not less than ten thousand employees, said subscriptions to be subject to the provisions contained in the preceding section.

SECTION 12. Upon the filing of the certificate provided for in the two preceding sections the insurance commissioner shall make such investigation as he may deem proper and, if his findings warrant it, grant a license to the association to issue policies.

SECTION 13. The board of directors shall distribute the subscribers into groups in accordance with the nature of the business and the degree of the risk of injury.

Subscribers within each group shall annually pay in cash, or notes absolutely payable, such premiums as may be required to pay the compensation herein provided for the injuries which may occur in that year.

SECTION 14. The association may in its by-laws and policies fix the contingent mutual liability of the subscribers for the payment of losses and expenses not provided for by its cash funds; but such contingent liability of a subscriber shall not be less than an amount equal to and in addition to the cash premium.

SECTION 15. If the association is not possessed of cash funds above its unearned premiums sufficient for the payment of incurred losses and expenses, it shall make an assessment for the amount needed to pay such losses and expenses upon the subscribers liable to assessment therefor in proportion to their several liability.

Every subscriber shall pay his proportional part of any assessments which may be laid by the association, in accordance with law and his contract, on account of injuries sustained and expenses incurred while he is a subscriber.

SECTION 16. The board of directors may, from time to time, by vote fix and determine the amount to be paid as a dividend upon policies expiring during each year after retaining sufficient sums to pay all the compensation which may be payable on account of injuries sustained and expenses incurred.

All premiums, assessments, and dividends shall be fixed by and for groups as heretofore provided in accordance with the experience of each group, but all of the funds of the association and the contingent liability of all the subscribers shall be available for the payment of any claim against the association.

SECTION 17. Any proposed premium, assessment, dividend or distribution of subscribers shall be filed with the insurance department and shall not take effect until approved by the insurance commissioner after such investigation as he may deem necessary.¹

SECTION 18. The board of directors shall make and enforce reasonable rules and regulations for the prevention of injuries on the premises of subscribers, and for this purpose the inspectors of the association shall have free access to all such premises during regular working hours.

Any subscriber or employee aggrieved by any such rule or regulation may petition the industrial accident board for a review, and it may affirm, amend, or annul the rule or regulation.

SECTION 19. If any officer of the association shall falsely make oath to any certificate required to be filed with the insurance commissioner, he shall be guilty of perjury.

SECTION 20. Every subscriber shall, as soon as he secures a policy, give notice, in writing or print, to all persons under contract of hire with him that he has provided for payment to injured employees by the association.

SECTION 21 [as amended by acts of 1912, chapter 571]. Every subscriber shall give notice in writing or print to every person with whom he is about to enter into a contract of hire that he has provided for payment to injured employees by the association. If an employer ceases to be a subscriber he shall, on or before the day on which his policy expires, give notice thereof in writing or print to all persons under contract with him. In case of the renewal of the policy no notice shall be required under the provisions of this act. He shall file a copy of said notice with

¹ See Chapter 666, Section 1, on page 226, *post*.

the industrial accident board. The notices required by this and the preceding section may be given in the manner therein provided or in such other manner as may be approved by the industrial accident board.

SECTION 22. If a subscriber, who has complied with all the rules, regulations and demands of the association, is required by any judgment of a court of law to pay to an employee any damages on account of personal injury sustained by such employee during the period of subscription, the association shall pay to the subscriber the full amount of such judgment and the cost assessed therewith, if the subscriber shall have given the association notice in writing of the bringing of the action upon which the judgment was recovered and an opportunity to appear and defend the same.

SECTION 23. The provisions of chapter five hundred and seventy-six of the acts of the year nineteen hundred and seven and of acts in amendment thereof shall apply to the association, so far as such provisions are pertinent and not in conflict with the provisions of this act, except that the corporate powers shall not expire because of failure to issue policies or make insurance.

SECTION 24. The board of directors appointed by the governor under the provisions of Part IV, section two, may incur such expenses in the performance of its duties as shall be approved by the governor and council. Such expenses shall be paid from the treasury of the commonwealth and shall not exceed in amount the sum of fifteen thousand dollars.

PART V.

MISCELLANEOUS PROVISIONS.

SECTION 1. If an employee of a subscriber files any claim with or accepts any payment from the association on account of personal injury, or makes any agreement, or submits any question to arbitration, under this act, such action shall constitute a release to the subscriber of all claims or demands at law, if any, arising from the injury.

SECTION 2 [as amended by acts of 1913, chapter 568]. The following words and phrases, as used in this act, shall, unless a different meaning is plainly required by the context, have the following meaning:—

“Employer” shall include the legal representative of a deceased employer.

“Employee” shall include every person in the service of another under any contract of hire, express or implied, oral or written, *except masters of and seamen on vessels engaged in interstate or foreign commerce*, and except one whose employment is but casual, or is not in the usual course of the trade, business, profession or occupation of his employer. Any reference to an employee who has been injured shall, when the employee is dead, also include his legal representatives, dependents and other persons to whom compensation may be payable.

“Dependents” shall mean members of the employee’s family or next of kin who were wholly or partly dependent upon the earnings of the employee for support at the time of the injury.

“Average weekly wages” shall mean the earnings of the injured employee during the period of twelve calendar months immediately preceding the date of injury, divided by fifty-two; but if the injured employee lost more than two weeks’ time during such period then the earnings for the remainder of such twelve calendar

months shall be divided by the number of weeks remaining after the time so lost has been deducted. Where, by reason of the shortness of the time during which the employee has been in the employment of his employer, or the nature or terms of the employment, it is impracticable to compute the average weekly wages, as above defined, regard may be had to the average weekly amount which, during the twelve months previous to the injury, as being earned by a person in the same grade employed at the same work by the same employer; or, if there is no person so employed, by a person in the same grade employed in the same class of employment and in the same district.

“Association” shall mean the Massachusetts Employees Insurance Association.

“Subscriber” shall mean an employer who has become a member of the association by paying a year’s premium in advance and receiving the receipt of the association therefor, provided that the association holds a license issued by the insurance commissioner as provided in Part IV, section twelve.

SECTION 3 [as amended by acts of 1912, chapter 571]. Any liability insurance company authorized to do business within this commonwealth shall have the same right as the association to insure the liability to pay the compensation provided for by Part II of this act, and when such liability company issues a policy conditioned to pay such compensation the holder of such policy shall be regarded as a subscriber so far as applicable within the meaning of this act, and when any such company insures such payment of compensation it shall be subject to the provisions of Parts I, II, III, and V and of section twenty-two of Part IV of this act, and shall file with the insurance department its classifications of risks and premiums relating thereto and any subsequent proposed classifications or premiums, none of which shall take effect until the insurance commissioner has approved the same as adequate for the risks to which they respectively apply.¹

SECTION 4 [as amended by acts of 1912, chapter 571]. Sections one hundred and thirty-six to one hundred and thirty-nine, inclusive, of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine are hereby repealed.

SECTION 5. The provisions of this act shall not apply to injuries sustained prior to the taking effect thereof.

SECTION 6 [as amended by acts of 1912, chapter 571]. Part IV of this act shall take effect on the first day of January, nineteen hundred and twelve; sections one to three, inclusive, of Part III shall take effect on the tenth day of May, nineteen hundred and twelve; the remainder thereof shall take effect on the first day of July, nineteen hundred and twelve. [*Original act, Chapter 751, Acts of 1911, approved July 28, 1911; amending act, Chapter 571, Acts of 1912, approved May 10, 1912.*]

CHAPTER 574.

AN ACT TO AUTHORIZE THE CITY OF BOSTON TO GRANT PENSIONS TO CERTAIN FORMER MEMBERS OF ITS FIRE DEPARTMENT.

SECTION 1. The city council of the city of Boston, with the approval of the mayor and of the fire commissioner of the city, is hereby authorized to grant a pension not exceeding one hundred and twenty-five dollars a year to all former call substitutes regularly rated as call men in the fire department of the said city, who

¹ See Chapter 666, Section 1, on page 226, *post*.

served as such for not less than fifteen consecutive years, and who were honorably discharged from the department.

SECTION 2. This act shall take effect upon its passage. [*Approved May 11, 1912.*]

CHAPTER 635.

AN ACT RELATIVE TO TENEMENT HOUSES IN TOWNS.¹

PART I.

GENERAL PROVISIONS.

Short Title.

SECTION 1. This act shall be known as the Tenement House Act for Towns.

Definitions.

SECTION 2. Certain words in this act are defined for the purposes thereof as follows: — Words used in the present tense include the future; words in the masculine gender include the feminine and neuter; the singular number includes the plural and the plural the singular; the word “person” includes a corporation as well as a natural person.

(1) A “tenement house” is any house or building, or part thereof, which is rented, leased, let or hired out, to be occupied, or is occupied, or is intended, arranged or designed to be occupied as the home or residence of more than two families (a family may consist of one or more persons) living independently of each other and having a common right in the halls, stairways, yard, cellar, sinks, water closets or privies, or any of them, and includes lodging and boarding houses, apartment houses, and flat houses. Dwelling houses built in continuous rows of more than two houses, occupied or intended, arranged or designed to be occupied as the home or residence of one family or more having a common right in or using in common the halls, stairways, yards, cellars, sinks, water closets or privies, or any of them, shall be deemed to be tenement houses and shall be subject to all the provisions of this act.

(2) A “lodging house” or “boarding house” is any house or building, or part thereof, in which six or more persons are harbored, received, or lodged for hire, or any building, or part thereof, which is used as a sleeping place or lodging for six or more persons not members of the family residing therein.

(3) A “yard” is an open unoccupied space on the same lot with a tenement house, between the extreme rear line of the house and the extreme rear line of the lot. An open unoccupied space between the front line of the house and the front line of the lot is a “front yard.” A side yard shall be deemed an outer court on the lot line.

(4) A “half story” is any story included in the roof of which the floor area of the rooms is not more than seventy-five per cent of the area of the ground floor.

(5) A “court” is an open unoccupied space, other than a yard, on the same lot with a tenement house. A court not extending to the street or yard is an “inner court.” A court extending to the street or yard is an “outer court.”

¹ The act relative to tenement houses in cities may be found on page 66, *ante*, Acts of 1913, Chapter 786.

(6) A "public hall" is a hall, corridor or passageway not within an apartment.

(7) A "stair hall" includes the stairs, stair landings and those parts of the public halls through which it is necessary to pass in going from the entrance floor to the roof.

(8) A "basement" is a story partly but not more than one half below the level of the adjacent ground.

(9) A "cellar" is a story more than one half below the level of the adjacent ground.

(10) A "fireproof tenement house" is one constructed of fireproof material throughout, with floors built of iron, steel or reinforced concrete beams, filled in between with terra cotta or other masonry arches or with concrete or reinforced concrete slabs; wood may be used only for under and upper floors, windows and door frames, sashes, doors, interior finish, hand rails for stairs, necessary sleepers bedded in the cement, and for isolated furrings bedded in mortar. There shall be no air space between the top of any floor arches and the floor boarding.

(11) A "wooden building" is a building of which the exterior walls or a part thereof are wood.

(12) The word "nuisance" shall be held to embrace public nuisance as known at common law or in equity jurisprudence; and furthermore, whatever is dangerous to human life or detrimental to health, whatever building or erection, or part or cellar thereof, is overcrowded with occupants, or is not provided with adequate ingress and egress to and from the same, or the apartments thereof, or is not sufficiently supported, ventilated, sewerred, drained, cleaned or lighted, in reference to their or its intended or actual use, and whatever renders the air or human food or drink unwholesome, are also severally in contemplation of this act, nuisances; and all such nuisances are hereby declared unlawful.

(13) The word "shall" is always mandatory and not directory, and denotes that the house shall be maintained in all respects according to the mandate as long as it continues to be a tenement house.

(14) Wherever the words "by-laws", "regulations", "building inspector", or "board of health", occur in this act they shall be construed as if followed by the words "of the town in which the tenement house is situated". Wherever the words "is occupied" are used in this act, applying to any building, they shall be construed as if followed by the words "or is intended, arranged or designed to be occupied". Whenever the word "street" is used in this act, it shall be construed as including any public alley, railroad right of way, cemetery or public park, twenty feet or more in width.

(15) The "height" of a tenement house is the perpendicular distance measured in a straight line from the curb level, or from the finished grade line of the lot, where such grade is higher than the curb, to the highest point of the roof beams in the case of flat roofs, and to the average of the height of the gable in the case of pitched roofs, the measurements in all cases to be taken through the centre of the façade of the house. Where a building is on a corner lot and there is more than one grade or level, the measurements shall be taken through the centre of the façade on the street having the lowest elevation.

(16) Occupied spaces. Outside stairways, fire escapes, porches, platforms and other projections shall be considered as part of the building and not as part of the yard or courts or unoccupied area.

(17) A "corner lot" is a lot situated at the junction of two streets, each not less than twenty feet in width. Any part of the width of such lot distant more than seventy feet from such junction shall not be regarded as part of a corner lot, but shall be subject to the provisions of this act respecting interior lots.

(18) An "interior lot" is any other lot than a corner lot.

(19) The front of a lot is that boundary line which borders on the street. In the case of a corner lot, the owner may elect by statement on his plans either street boundary line as the front. The rear of a lot is the side opposite to the front. In the case of a triangular or gore lot the rear shall be the side not bordering on a street.

Buildings Converted or Altered.

SECTION 3. A building not a tenement house, if hereafter converted or altered to such use, shall thereupon become subject to all the provisions of this act affecting tenement houses hereafter erected.

Alterations and Change in Occupancy.

SECTION 4. No tenement house hereafter erected shall at any time be altered so as to be in violation of any provision of this act. If any tenement house or any part thereof is occupied by more families than are permitted under this act, or is erected or altered or occupied contrary to law, such tenement house shall be deemed an unlawful structure, and the board of health may cause the building to be vacated; and the building shall not again be occupied until it or its occupation, as the case may be, has been made to conform to the law.

Law not to be Modified.

SECTION 5. The provisions of this act shall be held to be the minimum requirements adopted for the protection of the health and safety of the community. Nothing in this act shall be construed as prohibiting any town from enacting from time to time by-laws imposing further restrictions, but no regulation or ruling of any town authority shall repeal, amend, modify or dispense with any provision of this act.

Sewer Connection and Water Supply.

SECTION 6. The provisions of this act with reference to sewer connection and water supply shall be deemed to apply only where connection with a public sewer and with public water mains is or becomes practicable. The questions of the practicability of such sewer and water connections shall be decided by the local board of health, or by the state board of health upon request of the local board.

State Board of Health.

SECTION 7. The state board of health shall have power to examine into the enforcement of the laws relating to tenement houses in any town. Whenever required by the governor, it shall make such an examination and shall report the result thereof to the governor within the time prescribed by him therefor.

Time for Compliance.

SECTION 8. All improvements specifically required by this act in tenement houses erected prior to the date of its acceptance by a town shall be made within one year after said date, or at such earlier period as may be fixed by the board of health.

PART II.

NEW BUILDINGS.

TITLE 1. LIGHT AND VENTILATION.

Percentage of Lot Occupied.

SECTION 9. No tenement house hereafter erected shall occupy either alone or with other buildings more than sixty-five per cent of a corner lot, nor more than fifty per cent of any other lot; the measurements shall be taken at the ground level. No measurements of lot area shall include any part of any street or alley.

Distance from Side Lot Line.

SECTION 10. No non-fireproof tenement house shall hereafter be erected, enlarged, or placed with the side walls nearer than ten feet to the line of any adjoining lot, or with any wall nearer than twenty feet to the wall of any other building. No lot upon which a tenement house stands shall be changed in size to bring the side-walls of said house nearer than ten feet to the lines of any adjoining lot or any wall of said house nearer than twenty feet to the wall of any other building.

Height.

SECTION 11. No tenement house hereafter erected shall exceed in height the width of the widest street upon which it stands, unless such house be set back from the street a distance at least equal to the excess of such height over the width of such street, nor shall it in any case exceed four stories in height.

Yards.

SECTION 12. Behind every tenement house hereafter erected there shall be a yard extending across the entire width of the lot and at every point open from the ground to the sky unobstructed. Every part of the yard shall be directly accessible from every other part thereof. The depth of the yard shall be measured from the extreme rear of the house to the rear line of the lot. If the tenement house is three stories or less in height the depth of the yard, in the case of interior lots, shall be at least twenty-five feet, and the depth of the yard in the rear of corner lots shall be at least fifteen feet. If the tenement house exceeds three stories in height, the depths above prescribed in each case shall be increased five feet for each story above three stories.

Courts.

SECTION 13. The sizes of all courts in tenement houses hereafter erected shall be proportionate to the height of the building. No court shall be less in any part than the minimum sizes prescribed in this section. The minimum width of a court

for a two story building shall be ten feet, and the width shall increase two feet for each additional story. The length of an inner court shall never be less than twice the minimum width prescribed by this section. The length of an outer court shall never be greater than twice its minimum width, but this limitation of length shall not apply to an outer court on the lot line extending from yard or street to yard.

Courts Open at Top.

SECTION 14. No court of a tenement house hereafter erected shall be covered by a roof or skylight, but every court shall be at every point open from the ground to the sky unobstructed.

Air Intakes.

SECTION 15. In every tenement house hereafter erected every inner court shall be provided with two or more horizontal air intakes at the bottom. One such intake shall always communicate directly with the street, and one with the yard, and each shall consist of a fireproof passageway not less than three feet wide and seven feet high which shall be left open, or be provided with an openwork gate at each end, and the gate shall not be covered in any way either by glass or any other material.

Angles in Courts.

SECTION 16. Nothing contained in the foregoing sections concerning courts shall be construed as preventing windows at the angles of said courts: *provided*, that the running length of the wall containing such windows does not exceed six feet.

Buildings on Same Lot with Tenement Houses.

SECTION 17. If any building is hereafter placed on the same lot with a tenement house there shall always be maintained between the said buildings an open unoccupied space extending upward from the ground and extending across the entire width of the lot. Such space shall never be less than twenty-five feet in depth, and where either building exceeds three stories in height the depth of the open space shall be increased five feet for each story above three stories. And no building of any kind shall hereafter be placed upon the same lot with a tenement house so as to decrease the minimum size of courts or yards as hereinbefore prescribed. If any tenement house is hereafter erected upon any lot upon which there is already another building, it shall comply with all the provisions of this act, and in addition the space between the said building and the said tenement house shall be of the size and arranged in the manner prescribed in this section, the height of the highest building on the lot to regulate the dimensions.

Frontage on Street.

SECTION 18. Every tenement house hereafter erected shall have an unobstructed frontage upon a street not less than twenty feet wide. No tenement house and no other building shall hereafter be erected, enlarged or placed on the same lot with a tenement house in such manner that any tenement house shall be left without an unobstructed frontage upon a street not less than twenty feet wide.

Rooms, Lighting and Ventilation of.

SECTION 19. In every tenement house hereafter erected every room, including water closet compartments and bathrooms, shall have at least one window opening directly upon the street or upon a yard or court of the dimensions specified in Part II of this act and the window shall be so located as properly to light all parts of the rooms.

Windows in Rooms.

SECTION 20. In every tenement house hereafter erected the total window area in each room, including water closet compartments and bath rooms shall be at least one seventh of the superficial area of the room, and the top of at least one window shall be not more than eight inches below the ceiling, and the upper half of it shall be made so as to open the full width. At least one such window in rooms other than bathrooms or water closets shall be not less than twelve square feet in area between the stop beads; and in water closet compartments and bathrooms at least one such window shall be not less than six square feet in area between the stop beads.

Rooms, Size of.

SECTION 21. In every tenement house hereafter erected there shall be in each apartment at least one room containing not less than one hundred and fifty square feet of floor area. All rooms shall be in every part not less than nine feet from the finished floor to the finished ceiling, except that an attic room need be nine feet high in but one half of its area.

Alcoves and Alcove Rooms.

SECTION 22. In a tenement house hereafter erected an alcove in any room shall be lighted and ventilated separately, as provided for rooms in the foregoing sections, and shall not be less than one hundred square feet in area. No part of any room in a tenement house hereafter erected shall be enclosed or subdivided at any time, wholly or in part, by a curtain, portiere, fixed or movable partition or other contrivance or device, unless the part of the room so enclosed or subdivided shall contain a separate window as herein required and shall have a floor area of not less than one hundred square feet.

Chimneys and Fireplaces.

SECTION 23. In every tenement house hereafter erected there shall be adequate chimneys running through every floor with an open fireplace or grate or place for a stove, for every apartment, properly connected with one of the chimneys.

Privacy.

SECTION 24. In every tenement house hereafter erected, in each apartment access to every living room and bedroom, and to at least one water closet compartment shall be had without passing through a bedroom or bathroom.

Public Halls.

SECTION 25. In every tenement house hereafter erected, every public hall shall have at each story at least one window opening directly upon the street or upon

a yard or court of the dimensions specified in Part II of this act. Such window shall be at the end of said hall with the plane of the window at right angles to the hall's axis. Any part of a public hall which is in any way shut off from any other part of the hall shall be deemed a separate hall within the meaning of this section.

Windows for Public Hall, Sizes of.

SECTION 26. One at least of the windows provided to light each public hall or part thereof shall be at least two feet six inches wide and five feet high, measured between stop beads, and the top of the window shall be not more than eight inches below the ceiling. In every such house there shall be in the roof, directly over each stair well, a ridge ventilator having a minimum opening of forty square inches and with movable louvres.

Windows for Stair Halls, Size of.

SECTION 27. In every tenement house hereafter erected there shall be provided for each story at least one window to light and ventilate each stair hall which shall be at least two feet six inches wide and five feet high measured between the stop beads. A sash door shall be deemed the equivalent of the window specified in this section and the two foregoing sections, provided that each door contains the amount of glazed surface prescribed for such windows.

TITLE 2. SANITATION.

Basement and Cellar Rooms.

SECTION 28. In tenement houses hereafter erected no room in the basement or cellar shall be constructed, altered, converted or occupied for living purposes.

Cellars, Damp Proofing and Lighting of.

SECTION 29. Every tenement house hereafter erected shall have the walls below the ground level, and the cellar floor damp-proof. All cellars and basements in such tenement houses shall be properly lighted and ventilated in all their parts to the satisfaction of the board of health.

Spaces under Floors.

SECTION 30. In any tenement house hereafter erected, under any part of which there is no cellar, the first or ground floor shall be at least two feet above the ground beneath and that adjacent thereto, and the space beneath such floor shall be kept free and clear, and shall be inclosed to prevent the accumulation of rubbish, but provided with ample ventilation and adequate drainage.

Courts, Areas and Yards.

SECTION 31. In every tenement house hereafter erected all courts, areas and yards shall be properly graded and drained; and when necessary in order to keep such premises in a sanitary condition such courts, areas or yards, or such part thereof as the board of health shall order, shall be properly concreted.

Sinks.

SECTION 32. In every tenement house hereafter erected there shall be provided in each apartment a proper sink.

Water Closets.

SECTION 33. In every tenement house hereafter erected there shall be within each apartment a separate water closet, located in a bathroom or in a separate compartment. Each such water closet shall be completely separated from every other water closet. Said compartment shall be not less than three feet wide, and shall be enclosed with plastered partitions which shall extend to the ceiling. Every such compartment shall have a window opening directly upon the street or upon a yard or court of the minimum size prescribed by this act. Every water closet compartment hereafter placed in any tenement house shall be provided with proper means of lighting the same at night. The floor of every such water closet compartment shall be made waterproof with asphalt, tile, stone, or some other non-absorbing waterproof material; and such waterproofing shall extend at least six inches above the floor so that the floor can be washed or flushed out without leaking. If the water closet is in a bathroom, it shall be sufficient to waterproof the floor directly beneath the fixture and extending one foot beyond it in each direction. No drip trays shall be permitted. No water closet fixtures shall be enclosed with any woodwork. No water closet shall be placed in the cellar.

Plumbing.

SECTION 34. In every tenement house hereafter erected no plumbing fixtures shall be enclosed with woodwork. All plumbing pipes shall be exposed except as otherwise permitted by the board of health. Wherever plumbing or other pipes pass through floors or partitions the openings around such pipes shall be sealed or made air-tight with plaster or other incombustible materials, so as to prevent the passage of air or the spread of fire from one floor to another or from room to room. All plumbing work shall be sanitary in every particular and, except as otherwise specified in this act, shall be in accordance with the local plumbing regulations. Pan and long hopper closets shall not be used.

Water Connection.

SECTION 35. In every tenement house hereafter erected all sinks and water closets shall be provided with an adequate supply of running water as approved by the board of health.

Privies and Privy Vaults.

SECTION 36. No privy or privy vault shall be permitted on the same lot with any tenement house hereafter erected.

Sewer Connection.

SECTION 37. Every tenement house hereafter erected on a street in which there is a public sewer, or in which a public sewer shall hereafter be placed, shall be connected therewith.

Cesspools.

SECTION 38. No cesspool shall be permitted in the cellar or court of any tenement house, nor within fifteen feet of any wall of said tenement house, or of any dwelling house.

TITLE 3. FIRE PROTECTION.

Fireproof Tenement, when required.

SECTION 39. No tenement house shall hereafter be erected exceeding two and one half stories in height, nor shall it be occupied, nor intended, arranged or designed to be occupied, by more than two families, unless it be a fireproof tenement house.

Stairs.

SECTION 40. Every tenement house hereafter erected shall have at least two independent flights of stairs with separate entrances leading from the entrance floor to the top story, said flights of stairs being at two points as far apart as is possible in the opinion of the building inspector. Said stairs shall be directly accessible from each apartment, without passing through any other apartment. One of said flights of stairs may consist of outside, open stairs and balconies. All stairs and balconies and all public halls shall be at least three feet wide in the clear. All stairs shall be constructed with a rise of not more than seven and one half inches and with treads not less than ten and one half inches wide, and not less than three feet long in the clear. Winders shall not be permitted in any staircase.

Cellar Entrance.

SECTION 41. In every tenement house hereafter erected there shall be an entrance to the cellar or other lowest story from the outside of the building.

Fire Walls.

SECTION 42. Where non-fireproof tenement houses are built in the form of double houses or terraces, or attached or semi-detached rows, there shall be a fireproof wall of brick, concrete, terra cotta or other hard, incombustible material approved by the inspector of buildings, separating every such house from each adjoining house, and the said wall shall have no openings therein, and shall extend from the floor of the basement or cellar to the underside of the sheathing of the roof, and out to the boarding of the walls. No wooden beams shall be carried through the fire walls.

Roofing Materials.

SECTION 43. Every tenement house hereafter erected shall have the roof in all parts and the sides of all dormer windows covered with incombustible material satisfactory to the building inspector.

Wooden Tenement Houses.

SECTION 44. In no wooden tenement house hereafter erected shall any story or part thereof above the second story be rented, leased, let or hired out to be occupied for housekeeping, nor shall it be intended, arranged or designed to be occupied for housekeeping, nor shall any provision be made for cooking nor shall any cooking be done above the second story.

PART III.

IMPROVEMENTS.

Rooms, Lighting and Ventilating of.

SECTION 45. No room in a tenement house erected prior to the acceptance of this act shall hereafter be occupied for living purposes unless it shall have a window opening directly upon the street, or upon a yard not less than ten feet deep, or above the roof of an adjoining building, or upon a court of not less than thirty square feet in area open to the sky without roof or skylight.

Public Halls, Lighting and Ventilating of.

SECTION 46. In every tenement house erected prior to the acceptance of this act, the public halls and stairs shall be provided with sufficient light to permit the reading of twelve point type in the daytime in any part thereof. Light and ventilation in such halls shall be to the outer air except when in the opinion of the building inspector it is impracticable, in which case the lighting and ventilation shall be such as to meet the approval of the board of health. All new skylights hereafter placed in such house shall be provided with ridge ventilators having a minimum opening of forty square inches, and also with either fixed or movable louvres or with movable sashes, and shall be of such size as may be determined to be practicable by the building inspector.

Sinks.

SECTION 47. In every tenement house erected prior to the acceptance of this act, the woodwork enclosing sinks located in the public halls or stairs shall be removed and the spaces underneath shall be left open. The floors and wall surfaces beneath and around the sink shall be put in good order and repair, and if of wood shall be well painted with light-colored paint.

Water Closets.

SECTION 48. In every tenement house erected prior to the acceptance of this act, the woodwork enclosing every water closet fixture shall be removed, and the space underneath the seat shall be left open. The floor or other surfaces beneath and around the closet shall be put in good order and repair, and if of wood shall be well painted with light-colored paint.

Privy Vaults, School-sinks and Water Closets.

SECTION 49. In every tenement house erected prior to the acceptance of this act, where a connection with a sewer is possible, all school-sinks, privy vaults or other similar receptacles used to receive fecal matter, urine or sewage, shall within one year after the acceptance of this act be completely removed, and the place where they were located properly disinfected under the direction of the board of health. Such appliances shall be replaced by individual water closets of durable non-absorbent material, properly sewer-connected, with individual traps and properly connected flush tanks providing an ample flush of water thoroughly to cleanse the bowl. Each water closet shall be located inside the tenement house in a compartment

completely separated from every other water closet, and such compartment shall contain a window of not less than three square feet in area opening directly upon the street or yard, or on a court of the minimum size prescribed in section thirteen of this act. The floors of the water closet compartments shall be waterproof as provided in section thirty-three of this act. There shall be provided at least one water closet for every two families in every tenement house existing on the day when this act takes effect. Such water closets and all plumbing in connection therewith shall be sanitary in every respect, and except as otherwise provided in this section shall be in accordance with the laws, town by-laws and regulations in relation to plumbing and drainage. Pan and long hopper closets shall not be used.

Basements and Cellars.

SECTION 50. The floor of the cellar or lowest floor of every tenement house shall be free from dampness, and, when necessary, shall be concreted with four inches of concrete of good quality and with a finished surface. The cellar ceiling of every tenement house shall be plastered, when so required by the building inspector, except where the ceiling is already well sheathed with matched boards or well covered with a metal ceiling, or where the first floor above the cellar is constructed of iron beams and fireproof filling.

Shafts and Courts.

SECTION 51. In every tenement house there shall be, at the bottom of every shaft and court, a door giving sufficient access to such shaft or court to enable it to be properly cleaned: *provided*, that where there is already a window giving proper access to such shaft or court, such window shall be deemed sufficient.

Fire Escapes.

SECTION 52. All non-fireproof tenement houses erected prior to the acceptance of this act, which are three or more stories in height, which do not have fireproof stairs and stair halls or adequate fire escapes, as hereinafter required, shall be provided either with fireproof outside stairways or with fireproof fire escapes directly accessible from each apartment without passing through a public hall.

No existing fire escape shall be deemed adequate unless the following conditions are complied with:

(1) In every tenement house each apartment above the ground floor shall have a fire escape balcony directly accessible from it.

(2) All balconies shall be properly connected with each other by adequate stairs or stationary ladders with openings not less than twenty-four by thirty-six inches.

(3) All fire escapes shall have proper ladders from the lowest balcony of sufficient length to reach a safe landing place beneath.

(4) All fire escapes not on the street shall have a safe and adequate means of egress from the yard or court to the street or to adjoining premises.

(5) Prompt and ready access shall be had to all fire escapes, which shall not be obstructed in any way.

No existing fire escape shall be extended or have its location changed except with the written approval of the inspector of buildings.

All fire escapes hereafter placed on tenement houses erected prior to the acceptance of this act shall be located and constructed as follows: All such fire escapes shall open directly from at least one room or private hall in each apartment at each story above the ground floor, other than a bathroom or water closet compartment, and such room or private hall shall be accessible to every room thereof without passing through a public hall. Access to fire escapes shall not be obstructed in any way. Fire escapes shall not be placed in any court. Fire escapes may project into a public street, but not more than four feet beyond the building line. All fire escapes shall consist of outside fireproof balconies and stairways. All balconies shall be not less than three feet in width and shall include at least one window or outside door of each apartment at each story above the ground floor.

All fire escape stairways shall be placed at an angle of not more than forty-five degrees, with flat open steps, not less than nine inches in width and twenty-four inches in length, and with a rise of not more than nine inches. The openings for stairways in all balconies shall be not less than twenty-four by thirty-six inches, and shall have no covers of any kind. When tenement houses upon which fire escapes are placed have flat roofs the balcony on the top floor, except in the case of a balcony on the street, shall be provided with a stairs or with a goose-neck ladder leading from the balcony to and above the roof and properly fastened thereto. A drop ladder or stairs shall be provided from the lowest balcony of sufficient length to reach to a safe landing place beneath. All fire escapes shall be constructed and erected to sustain safely in all their parts any reasonable load. In addition to the foregoing requirements, all fire escapes hereafter erected upon tenement houses shall be constructed in accordance with such supplementary regulations as may be adopted by the building department.

Means of Egress.

SECTION 53. Whenever a tenement house is not provided with sufficient fire escapes or with sufficient means of egress in case of fire, the building inspector shall order such additional fire escapes and other means of egress as may be necessary.

PART IV.

ALTERATIONS.

General Provisions.

SECTION 54 [as amended by acts of 1913, chapter 614]. No tenement house erected prior to the acceptance of this act shall at any time be altered so as to be in violation of the requirements of Part II of this act, except as hereinafter provided.

(1) Any additional room or hall that is hereafter constructed or created in a tenement house shall comply in all respects with the provisions of Part II of this act, except that such rooms may be of the same height as the other rooms in the same story of the house.

(2) All shafts shall be fireproof throughout; with fireproof self-closing doors at all openings, at each story; and, if they extend to the cellar, shall also be enclosed in the cellar with fireproof walls and fireproof self-closing doors at all openings.

In no case shall any shaft be constructed of materials in which any inflammable material or substance enters into any of the component parts. But nothing in this section contained shall be so construed as to require such enclosures about elevators or dumb-waiters in the wellhole of stairs where the stairs themselves are enclosed in brick or stone walls, and are entirely constructed of fireproof materials as [hereinafter] *hereinbefore* provided.

(3) No wooden tenement house containing more than two apartments shall hereafter be enlarged or extended; except that a wooden extension not exceeding in total area seventy square feet may be added to an existing wooden tenement house, provided that such extension is used solely for bathrooms or water closets.

PART V.

MAINTENANCE.

Public Halls, Lighting of, in the Daytime.

SECTION 55. In every tenement house where the public halls and stairs are not in the opinion of the board of health sufficiently lighted, the owner of such house shall keep a proper light burning in the hallway, near the stairs, upon each floor, as may be necessary, from sunrise to sunset.

Public Halls, Lighting at Night.

SECTION 56. In every tenement house occupied by more than two families a proper light shall be kept burning by the owner in the public hallways, near the stairs, upon the entrance floor and upon the second floor above the entrance floor of said house, every night from sunset to sunrise throughout the year, and upon all other floors of the said house from sunset until ten o'clock in the evening.

Water Closets in Cellars.

SECTION 57. No water closet shall be permitted in the cellar of any tenement house.

Water Closet Accommodations.

SECTION 58. In every tenement house existing prior to the acceptance of this act there shall be provided at least one water closet for every two families.

Basement and Cellar Rooms.

SECTION 59. Hereafter in tenement houses erected prior to the acceptance of this act no room in the cellar shall be occupied for living purposes. And no room in the basement of such houses shall be so occupied, unless all the following conditions are complied with: — The room shall be at least eight feet high in every part from the floor to the ceiling. There shall be appurtenant to the room the use of a water closet. The room shall have a window opening directly upon the street or yard of at least twelve square feet in size clear of the sash frame, and which shall open readily for purposes of ventilation. The lowest floor shall be waterproof and damp-proof. The room shall have sufficient light and ventilation, shall be well drained and dry, and shall be fit for human habitation.

Cellar Walls and Ceilings.

SECTION 60. The cellar walls and ceilings of every tenement house shall be thoroughly whitened or painted a light color by the owner, and shall be so maintained. The whitening or paint shall be renewed whenever necessary, as may be required by the board of health.

Water Closets and Sinks.

SECTION 61. In all tenement houses the floor or other surface beneath and around water closets and sinks shall be maintained in good order and repair, and if of wood shall be kept well painted with light-colored paint.

Repairs.

SECTION 62. Every tenement house and all the parts thereof shall be kept in good repair, and the roof shall be kept so as not to leak, and all rain water shall be so drained, and conveyed therefrom, as to prevent dampness in the walls, ceilings, yards or areas.

Water Supply.

SECTION 63. Every tenement house shall have water furnished in sufficient quantity at one or more places in each apartment. The owner shall provide proper and suitable tanks, pumps, or other appliances to receive and distribute an adequate and sufficient supply of water at each apartment in the said house, at all times of the year, during all hours of the day and night. But a failure in the general supply of water by the town authorities shall not be construed to be a failure on the part of the owner, provided that proper and suitable appliances to receive and distribute the water have been provided in the house.

Cleanliness of Buildings.

SECTION 64. The owner of every tenement house shall cause every part thereof to be kept clean and free from any accumulation of dirt, filth and garbage or other refuse matter in or on the same, or in the cellars, halls, passages, rooms, areas, yards, courts, and spaces appurtenant thereto. The owner shall thoroughly cleanse every part of the tenement house, whenever ordered so to do by the board of health.

Walls of Courts.

SECTION 65. The walls of all courts, unless built of a light-colored brick or stone, shall be thoroughly whitened by the owner, or shall be painted a light color by him, and shall be so maintained. The whitening or paint shall be renewed whenever necessary, as may be required by the board of health.

Walls and Ceilings of Rooms.

SECTION 66. In all tenement houses, the board of health may require the walls and ceilings of every room that does not open directly on the street to be whitened or painted with white paint when that is necessary to improve the lighting of such room, and may require this to be renewed as may be necessary.

Wall Paper.

SECTION 67. No wall paper shall be placed upon a wall or ceiling of any tenement house unless all wall paper shall be first removed therefrom and the wall and ceiling thoroughly cleaned.

Receptacles for Ashes, Garbage and Rubbish.

SECTION 68. The owner of every tenement house shall provide and maintain therefor suitable covered water-tight receptacles for ashes, rubbish, garbage, refuse and other matter.

Prohibited Uses.

SECTION 69. No swine shall be kept in a tenement house, or on the same lot therewith. No horse, cow, calf, sheep, goat or fowl shall be kept in a tenement house, or on the same lot therewith within twenty-five feet of the tenement house. No tenement house, and no lot upon which it is located, shall be used for the storage or handling of rags, or as a place of public assemblage.

Combustible Materials.

SECTION 70. No tenement house, and no part thereof, nor of the lot upon which it is situated, shall be used as a place of storage, keeping or handling of any article dangerous or detrimental to life or health, nor for the storage, keeping or handling of feed, hay, straw, excelsior, cotton, paper stock, feathers, rags or other easily combustible articles.

Bakeries and Fat Boiling.

SECTION 71. No bakery and no place of business in which fat is boiled shall be maintained in any tenement house.

Other Dangerous Businesses.

SECTION 72. There shall be no transom, window or door opening into a hall from any part of a tenement house where paint, oil, spirituous liquors or drugs are stored for the purpose of sale or otherwise.

Janitor or Housekeeper.

SECTION 73. In any tenement house in which the owner thereof does not reside, there shall be a janitor, housekeeper or other responsible person who shall reside in said house and have charge of the same, if the board of health shall so require.

Overcrowding.

SECTION 74. If a room in a tenement house is overcrowded, the board of health may order the number of persons sleeping or living in that room to be so reduced that there shall be not less than four hundred cubic feet of air to each adult, and three hundred cubic feet of air to each child under twelve years of age occupying the room.

Repairs to Buildings, etc.

SECTION 75. Whenever any tenement house or building, structure, excavation, business pursuit, matter or thing, in or about a tenement house, or the lot in which it is situated, or the plumbing, sewerage, drainage, light or ventilation thereof, is in the opinion of the board of health in a condition, or in effect, dangerous or detrimental to life or health, the board may declare that the same, to the extent which it may specify, is a public nuisance, and may order the same to be removed, abated, suspended, altered or otherwise improved or purified, as the order shall specify. The board shall also order or cause any tenement house or part thereof, or any excavation, building, structure, sewer, plumbing, pipe, passage, premises, ground, matter or thing, in or about a tenement house, or the lot in which it is situated, to be purified, cleansed, disinfected, removed, altered, repaired, or improved. If any order of the board is not complied with, within ten days after the service thereof, or within such shorter time as the board may designate, then such order may be executed by said board through its officers, agents, employees or contractors.

Infected and Unhabitable Houses to be Vacated.

SECTION 76. Whenever it shall be certified by an inspector or officer of the board of health that a tenement house, or any part thereof, is infected with contagious disease, or that it is unfit for human habitation, or dangerous to life or health by reason of want of repair, or of defects in the drainage, plumbing, ventilation, or the construction of the same, or by reason of the existence on the premises of a nuisance likely to cause sickness among the occupants of the house, the board may issue an order requiring all persons therein to vacate such house, or part thereof, within not less than twenty-four hours nor more than ten days, for reasons to be mentioned in said order. In case such order is not complied with within the time specified, the board may cause the tenement house, or part thereof, to be vacated. The board, whenever it is satisfied that the danger from said house or part thereof has ceased to exist, or that it is fit for human habitation, may revoke said order, or may extend the time for complying with the same.

Fire Escapes.

SECTION 77. The owner of every tenement house shall keep all the fire escapes thereon in good order and repair, and whenever they become rusty shall have them properly painted with two coats of paint. No person shall at any time place any incumbrance of any kind before or upon any such fire escape.

Scuttles, Bulkheads, Ladders and Stairs.

SECTION 78. All scuttles and bulkheads, and all stairs or ladders leading thereto, shall be easily accessible to all tenants of the building, and kept free from incumbrance and ready for use at all times. No scuttle and no bulkhead door shall at any time be locked with a key, but either may be fastened on the inside by movable bolts or hooks.

PART VI.

REQUIREMENTS AND REMEDIES.

SECTION 79. In a town which accepts the provisions of this act, the selectmen shall annually appoint an inspector of buildings.

Permit to commence Building.

SECTION 80. Before the construction or alteration of a tenement house, or the alteration or conversion of a building for use as a tenement house, is begun, and before the construction or alteration of any building or structure on the same lot with a tenement house, the owner shall submit to the board of health and to the building inspector, separately, a detailed statement in writing, verified by the affidavit of the person making the same, of the specifications for such tenement house or building, upon blanks or forms to be furnished by such departments, and also full and complete copies of the plans of the work. The said statement shall give in full the name and residence, by street and number, of the owner or owners of the tenement house or building. If such construction, alteration or conversion is proposed to be made by any other person than the owner of the land in fee, the statement shall contain the full name and residence, by street and number, not only of the owner of the land, but of every person interested in the tenement house, either as owner, lessee or in any representative capacity. The affidavit shall allege that said specifications and plans are true and contain a correct description of such tenement house, building, structure, lot and proposed work. The statements and affidavit herein provided for may be made by the owner, or by the person who proposes to make the construction, alteration or conversion, or by his agent. No person, however, shall be recognized as the agent of the owner, unless he shall file with the town clerk a written instrument, signed by the owner, designating him as such agent. Any false swearing in a material point in any such affidavit shall be deemed perjury. The said specifications, plans and statements shall be filed in the office of the town clerk and shall be public records, and no such specifications, plans or statements shall be removed from said office. The board of health and the building inspector shall cause all such plans and specifications to be examined.

If such plans and specifications conform to the provisions of law they shall be approved by the building inspector, and a written certificate to that effect shall be issued by him to the person submitting the same, and he may from time to time approve changes in any plans and specifications, provided the plans and specifications, as altered, are in conformity with law, but the building inspector shall not approve any plans or specifications or any changes in the same until the board of health has certified that the said plans and specifications conform to the law relative to light, ventilation and sanitation. The construction, alteration or conversion of such tenement house, building or structure or any part thereof, shall not be begun until the filing of the said specifications, plans and statements, and the approval thereof, as above provided. The construction, alteration or conversion of any such house, building or structure, shall be in accordance with the said approved specifications and plans. Any permit or approval which may be issued by the building inspector but under which no work has been done above the foundation walls within one year from the time of the issuance of the permit or approval, shall expire by limitation.

Said inspector shall have power to revoke or cancel any permit or approval in case of any failure or neglect to comply with any provision of this act, or in case any false statement or representation is made in any specifications, plans or statements submitted or filed for such permit or approval.

Certificate of Compliance.

SECTION 81. No building hereafter constructed as or altered into a tenement house shall be occupied in whole or in part for human habitation until the issuance of a certificate by the building inspector that the building conforms in all respects to the requirements of law, and the building inspector shall not issue said certificate until the board of health certifies to him that the building conforms to all requirements of law relative to the light, ventilation and sanitation of tenement houses. Upon notice of the completion of the construction, alteration or conversion of a tenement house, it shall be the duty of the building inspector and of the board of health to inspect the building forthwith, and the building inspector shall issue a certificate of compliance within five days after written application therefor, if the building at the date of such application is found to conform to the requirements of this act.

Procedure and Penalties.

SECTION 82. Any court having jurisdiction in equity, or any justice thereof shall upon the application of any town by its attorney have jurisdiction in equity to restrain the construction, alteration, repair, maintenance, use, or occupation of a building or structure in violation of the provisions of this act and to order its removal or abatement as a nuisance, and to compel compliance with any of the provisions of this act.

SECTION 83. A building or structure which is erected, altered, maintained or used in violation of the provisions of this act shall be deemed a common nuisance without other proof thereof than proof of such unlawful construction, maintenance or use and the building inspector may, and if said violation is of any section of this act relative to light, ventilation and sanitation of said building shall, if required in writing by the board of health, order the owner of said premises at his own expense to abate or remove said nuisances within twenty-four hours, or within such further time as said board considers reasonable after notice to be served in the manner provided in section ninety and if the owner or occupant fails to comply with such order, the board may abate or remove the nuisance and all expenses incurred thereby shall be paid by the person who caused or permitted the same.

SECTION 84. Whoever violates any provision of this act shall be punished by a fine of not less than ten dollars. Any person who violates any provision of this act, having been served with a notice or order as provided by section ninety or who fails to comply with such notice or order within ten days after such service or continues to violate any provision or requirement of this act in the respect named in said notice or order, shall be subject to an additional fine of not less than five dollars and not more than twenty dollars for each day after the first during which the violation continues.

SECTION 85. Any person, the value of whose property may be affected by any action of the board of health or the building inspector, may have the action of said board of health or said building inspector reviewed by the superior court by any

appropriate process, provided proceedings are instituted within ten days after such action.

SECTION 86. Any person having any duty to perform in regard to any building or premises under the provisions of this act may, if necessary for the performance of such duties, enter any building or premises.

Liens.

SECTION 87. Every fine imposed by judgment under section eighty-four of this act upon a tenement house owner shall be a lien upon the house in relation to which the fine is imposed from the time of the filing of a certified copy of the judgment in the office of the register of deeds for the county or district in which the tenement house is situated, subject only to taxes, assessments and water rates and other existing lawful incumbrances, and it shall be the duty of the board of health and the building inspector, upon the entry of said judgment, forthwith to file the copy as aforesaid, and the copy, upon such filing, shall forthwith be indexed by the clerk in an index of municipal liens.

Lis Pendens.

SECTION 88. In any action or proceeding instituted by the departments charged with the enforcement of this act, the plaintiff or petitioner may file in the office of the register of deeds for the county or district where the property affected by such action or proceeding is situated, a notice of the pendency of the action or proceeding. The register of deeds with whom the notice is filed shall record it, and shall index it under the name of each person against whom said proceeding is instituted. Any such notice may be vacated by the order of a justice of the court in which the action or proceeding was instituted or is pending. The register of deeds of the county or the district where the notice is filed is hereby directed to mark the notice and any record or docket thereof as cancelled of record, upon the presentation and filing of a certified copy of such order.

Registry of Owner's Name.

SECTION 89. The owner of a tenement house and every lessee of the whole house or of two or more tenements therein, or the agent of the owner or other person having control of a tenement house, shall annually during the month of April file in the office of the town clerk a notice containing his name and address, and also a description of the property, by street number or otherwise, as the case may be, in such manner as will enable the board of health and building inspector easily to find the same; and also the number of apartments in each house, the number of rooms in each apartment, and the number of families occupying the apartments. The notice shall contain the name and address of some agent for the house, for the purpose of receiving service of process, and notice to and service of process upon such agent shall bind the principal.

Service of Notices and Orders.

SECTION 90. Unless otherwise provided in this act, every notice or order in relation to a tenement house shall be served ten days before the time for doing the thing in relation to which it is issued. The service of notice or orders as aforesaid

shall be made by the delivery of an attested copy in hand to the owner or his agent, duly registered as provided in section eighty-nine or by leaving an attested copy at the last or usual place of abode of the owner or agent, or, if the owner is a non-resident and has no agent duly appointed, as provided in section eighty-nine it shall be posted in a conspicuous place in said tenement house and a copy thereof mailed by a registered letter on the same day on which it is posted, to the owner or his agent at the residence designated in the notice provided by section eighty-nine.

Service of Summons.

SECTION 91. In any action brought by any town official in relation to a tenement house for injunction, vacating of the premises or other abatement of nuisance, or to establish a lien thereon, service of process shall be in the manner provided in the preceding section, except that the service of process shall be made only by a sheriff or one of his deputies or by a constable.

Indexing Names.

SECTION 92. The names and addresses filed in accordance with section eighty-nine shall be indexed by the town clerk in such a manner that all of those filed in relation to each tenement house shall be together, and readily ascertainable. The town clerk shall provide the necessary books and clerical assistance for that purpose, and the expense thereof shall be paid by the town. Said indexes shall be public records, open to public inspection during business hours.

Laws Repealed.

SECTION 93. All acts and parts of acts inconsistent herewith are hereby repealed, and upon acceptance of this act by any town all by-laws and regulations of such town inconsistent herewith are hereby annulled.

When to take Effect.

SECTION 94. This act shall take effect in any town upon its acceptance by vote of the town at an annual town meeting or at a legal meeting called for the purpose; and for the purpose of being submitted to the voters, as aforesaid, this act shall take effect upon its passage. [Approved May 23, 1912.]

CHAPTER 651.

AN ACT TO PROHIBIT DISCRIMINATION IN THE SALE OF COMMODITIES.

SECTION 1. Any person, firm, association or corporation, foreign or domestic, doing business in the commonwealth and engaged in the production, manufacture or distribution of any commodity in general use, that shall maliciously, or for the purpose of destroying the business of a competitor and of creating a monopoly in any locality, discriminate between different sections, communities, towns or cities of this commonwealth or between purchasers by selling such commodity at a lower rate for such purpose in one section, community, town or city than is charged for such commodity by the vendor in another section, community, town or city in the commonwealth, after making due allowance for the difference, if any, in the grade

or quality and in the cost of transportation, shall be deemed guilty of unfair discrimination, which is hereby prohibited and declared unlawful.

SECTION 2. It shall be unlawful for any person, firm, association or corporation to combine with any other person, firm, association or corporation for the purpose of destroying the trade or business of any person, firm, association or corporation, engaged in selling goods or commodities and of creating a monopoly within this commonwealth, and any such combination is hereby prohibited and declared unlawful.

SECTION 3. Any person, firm, association or corporation found guilty of violating any provisions of this act, if an individual, shall be punished by a fine of not less than five hundred dollars or more than five thousand dollars, or by imprisonment for not less than one month or more than one year, or by both such fine and imprisonment; and if the offender is a corporation, then by a fine as aforesaid.

SECTION 4. Whoever, in his individual capacity, or acting in behalf of any firm, association or corporation, for the purpose of evading any provision of this act, shall appoint agents, secure or hold the control of corporate stock, or by agreement with any other person, firm, association or corporation, cause any of the commodities mentioned in section one to be sold for the purpose of such evasion or attempt to evade, shall be punished by imprisonment in the state prison for not less than six months or not more than five years, if an individual; and if any of the acts specified in this section are done by a corporation, then the directors, stockholders or agents authorizing such evasion or discrimination shall each be held guilty thereof, and shall be punished in the manner provided in this section for individuals.

SECTION 5. All contracts or agreements made in violation of any provision of this act shall be void.

SECTION 6. It shall be the duty of the district attorneys, in their districts, and of the attorney-general, to enforce the provisions of this act by appropriate actions in courts of competent jurisdiction, but nothing herein shall limit the right of any court to issue warrants and make commitments to await the action of the grand jury under this act in the case of crimes under the common law, and such power is hereby given to the courts of the commonwealth.

SECTION 7. If complaint shall be made to the secretary of the commonwealth that any person, firm, association or corporation authorized to do business in this commonwealth is guilty of any violation of this act, it shall be the duty of the secretary of the commonwealth to refer the matter to the attorney-general, who shall, if the facts justify it in his judgment, institute proceedings in the courts against such person, firm, association or corporation.

SECTION 8. If any corporation, foreign or domestic, authorized to do business in this commonwealth is found guilty of any violation of this act, such finding shall cause a forfeiture of all the privileges and rights conferred upon the corporation by general or special law of this commonwealth and shall bar its right to do business in this commonwealth.

SECTION 9. If any corporation, after having been found guilty of any violation of this act, shall continue or attempt to do business in this commonwealth, it shall be the duty of the attorney-general by a proper action in the name of the commonwealth to oust such corporation from all business of every kind and character in this commonwealth.

SECTION 10. Nothing in this act shall be construed as repealing any other act, or part of an act, except such acts or parts of acts, if any there be, as are inconsistent herewith. [*Approved May 27, 1912.*]

CHAPTER 653.

AN ACT TO PROVIDE FOR REGULATING THE EMPLOYMENT OF WOMEN IN CORE ROOMS.

SECTION 1. The state board of health shall investigate core rooms where women are employed and shall make rules regulating the employment of women therein. The rules shall relate to the structure and location of the rooms, the emission of gases and fumes from ovens, and the size and weight which the women shall be allowed to lift or work on. A copy of the rules shall be posted in every core room where women are employed.

SECTION 2. The state inspectors of health shall, under the direction of the state board of health, enforce any rules made in accordance with the provisions of this act.

SECTION 3. Whoever violates any rule established under the provisions of this act shall be punished by a fine of not less than twenty-five dollars or more than five hundred dollars. [*Approved May 27, 1912.*]

CHAPTER 666.

AN ACT RELATIVE TO THE INSURANCE OF COMPENSATION TO EMPLOYEES FOR PERSONAL INJURIES RECEIVED IN THE COURSE OF THEIR EMPLOYMENT.

SECTION 1. The insurance commissioner may withdraw his approval of any premium or distribution of subscribers given by him to the Massachusetts Employees Insurance Association under the provisions of section seventeen of Part IV of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven, or of any premium or rate made by an insurance company and approved by him under the provisions of section three of Part V of said chapter seven hundred and fifty-one as amended by section seventeen of chapter five hundred and seventy-one of the acts of the year nineteen hundred and twelve.

SECTION 2. The notices required by section five of Part I of said chapter seven hundred and fifty-one shall be given in such manner as the Industrial Accident Board may approve.

SECTION 3. This act shall take effect upon its passage. [*Approved May 28, 1912.*]

CHAPTER 675.

AN ACT RELATIVE TO THE BUSINESS OF MAKING SMALL LOANS AND TO THE AUTHORITY OF THE SUPERVISOR OF LOAN AGENCIES.

SECTION 1. . . . [Amends acts of 1911, chapter 727, section 1.] *Section 1.* There is hereby established the office of supervisor of loan agencies. The term of the office shall be for three years, and the supervisor shall be appointed by the governor, with the advice and consent of the council. His salary shall be twenty-five hundred dollars a year and he shall give a bond in the sum of five thousand dollars, with sufficient sureties, payable to and approved by the treasurer and receiver gen-

eral. He shall be furnished with an office in the state house, or elsewhere, and shall be allowed such sums for necessary expenses as may be approved by the governor and council; including the investigation of alleged violations of this act, and the institution of prosecutions in pursuance thereof, and for clerical assistance. He shall annually on or before the first Wednesday of January transmit to the secretary of the commonwealth a report to the general court of his doings, with such recommendations and suggestions as he may deem necessary.

SECTION 2. . . . [Amends acts of 1911, chapter 727, section 3, and was amended by acts of 1913, chapter 347, section 1, see *ante*, page 14].

SECTION 3. . . . [Amends said chapter 727, section 10.] *Section 10.* Any person, partnership, corporation or association violating any provision of this act or any regulation made hereunder, or any rule or order made by the supervisor, shall be subject to a fine of not more than five hundred dollars, and the license may be suspended or revoked by the supervisor. Any loan upon which a greater rate of interest or expense is charged or received, than is allowed by this act and the regulations made hereunder, may be declared void by the supreme judicial court or the superior court in equity upon petition by the person to whom the loan was made.

SECTION 4. . . . [Amends said chapter 727, section 13.] *Section 13.* If a greater rate of interest or amount for expenses than is allowed under the provisions of this act has been paid on any loan to which this act applies, the person who paid it may file a complaint with the supervisor of loan agencies, and the supervisor may, after a hearing, order such excess amounts refunded, or may make such other order as he may deem necessary. The filing of the complaint and the decision of the supervisor shall not affect the right of the complainant, as provided in section ten, who may, by an action of contract, or suit in equity, recover back the amount of the unlawful interest or expenses, with twice the legal costs and no more, if such action or suit is brought within two years after the time of payment.

SECTION 5. . . . [Amends said chapter 727, section 17, and was amended by acts of 1913, chapter 347, section 2, see *ante*, page 14].

SECTION 6. . . . [Amends said chapter 727, section 22.] *Section 22.* No assignment of or order for wages or salary to be earned in the future to secure a loan of less than three hundred dollars shall be valid against an employer of the person making such assignment or order until the assignment or order is accepted in writing by the employer, nor until the assignment or order and the acceptance of the same have been filed and recorded with the clerk of the city or town where the person making the assignment or order resides, if he is a resident of the commonwealth, or in which he is employed if he is not a resident of the commonwealth; nor shall it be valid unless said assignment is in form and purport as prescribed in chapter three hundred and ninety of the acts of the year nineteen hundred and six, and acts in amendment thereof. No such assignment or order shall be recorded by the clerk of a city or town unless it states on its face that the sum of ten dollars per week, as earned, of the wages or salary so assigned is exempt from such assignment or order. No such assignment or order shall be valid when made by a married man unless the written consent of his wife to the making thereof is attached thereto. No such assignment or order shall be valid for a period exceeding one year from the making thereof. [*Approved May 29, 1912.*]

CHAPTER 683.

AN ACT TO PROHIBIT DISCRIMINATION AGAINST WOMEN EMPLOYEES IN STATE BATH HOUSES.

SECTION 1. Hereafter in the state bath houses under the care of the metropolitan park commission the women attendants shall receive the same scale of wages as the men attendants, when performing similar work.

SECTION 2. This act shall take effect upon its passage. [*Approved May 29, 1912.*]

CHAPTER 684.

AN ACT TO PROVIDE FOR ADDITIONAL EXAMINERS AND CLERKS IN THE DEPARTMENT OF THE INSURANCE COMMISSIONER.

SECTION 1. The insurance commissioner, for the purpose of assisting him to perform the duties imposed by the provisions of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven, and amendments thereof, is hereby authorized to appoint such examiners in addition to those already provided for by law, and at such compensation as may be approved by the governor and council. He may also employ such clerical assistance as may be necessary. Suitable offices shall be provided in the state house for the persons so employed.

SECTION 2. The employment of any such examiners and clerks may be discontinued by the insurance commissioner whenever he deems that such employment is no longer necessary.

SECTION 3. To carry out the provisions of section one of this act, a sum not exceeding eight thousand dollars may be expended for clerical and other necessary assistance, and for necessary incidental expenses, a sum not exceeding two thousand dollars; both of these amounts to be in addition to the amounts already appropriated for similar purposes in the office of the insurance commissioner.

SECTION 4. This act shall take effect upon its passage. [*Approved May 29, 1912.*]

CHAPTER 693.

AN ACT RELATIVE TO THE COMPENSATION OF MEMBERS OF THE RESERVE POLICE FORCE OF THE CITY OF FALL RIVER.

SECTION 1. . . . [Amends acts of 1900, chapter 95, section 3.] *Section 3.* The members of the reserve police force shall be paid by the city of Fall River such compensation as shall be fixed by the concurrent action of the city and said board. The board of police may retire from active service and place upon a pension roll any member of the reserve police force whom the city physician certifies in writing to be permanently disabled, mentally or physically, by injuries sustained through no fault of his in the actual performance of duty, from further performing duty as such member, and every member so retired shall annually receive as a pension one half the amount of compensation received by him at the time of retirement, such amount to be paid by the city, which shall appropriate money therefor. The members of said reserve police force, after six months' actual service shall be entitled to such furloughs and days off as are received by members of the regular police department of the city.

SECTION 2. This act shall take effect upon its passage, but shall not affect the rate of compensation now being paid except as said compensation shall be changed by said concurrent action. [*Approved May 29, 1912.*]

CHAPTER 706.

AN ACT TO ESTABLISH THE MINIMUM WAGE COMMISSION AND TO PROVIDE FOR THE DETERMINATION OF MINIMUM WAGES FOR WOMEN AND MINORS.

SECTION 1. There is hereby established a commission to be known as the Minimum Wage Commission. It shall consist of three persons, one of whom may be a woman, to be appointed by the governor, with the advice and consent of the council. One of the commissioners shall be designated by the governor as chairman. The first appointments shall be made within ninety days after the passage of this act, one for a term ending October first, nineteen hundred and thirteen, one for a term ending October first, nineteen hundred and fourteen, and one for a term ending October first, nineteen hundred and fifteen; and beginning with the year nineteen hundred and thirteen, one member shall be appointed annually for the term of three years from the first day of October and until his successor is qualified. Any vacancy that may occur shall be filled in like manner for the unexpired part of the term.

SECTION 2. Each commissioner shall be paid ten dollars for each day's service, in addition to the travelling and other expenses incurred in the performance of his official duties. The commission may appoint a secretary, who shall be the executive officer of the board and to whose appointment the rules of the civil service commission shall not apply. It shall determine his salary, subject to the approval of the governor and council. The commission may incur other necessary expenses not exceeding the annual appropriation therefor, and shall be provided with an office in the state house or in some other suitable building in the city of Boston.

SECTION 3. It shall be the duty of the commission to inquire into the wages paid to the female employees in any occupation in the commonwealth, if the commission has reason to believe that the wages paid to a substantial number of such employees are inadequate to supply the necessary cost of living and to maintain the worker in health.

SECTION 4. If after such investigation the commission is of the opinion that in the occupation in question the wages paid to a substantial number of female employees are inadequate to supply the necessary cost of living and to maintain the worker in health, the commission shall establish a wage board consisting of not less than six representatives of employers in the occupation in question and of an equal number of persons to represent the female employees in said occupation, and of one or more disinterested persons appointed by the commission to represent the public, but the representatives of the public shall not exceed one half of the number of representatives of either of the other parties. The commission shall designate the chairman from among the representatives of the public, and shall make rules and regulations governing the selection of members and the modes of procedure of the boards, and shall exercise exclusive jurisdiction over all questions arising with reference to the validity of the procedure and of the determinations of the boards. The members of wage boards shall be compensated at the same rate as jurors; they

shall be allowed the necessary travelling and clerical expenses incurred in the performance of their duties, these payments to be made from the appropriation for the expenses of the commission.

SECTION 5 [as amended by acts of 1913, chapter 673, section 1]. The commission may transmit to each wage board all pertinent information in its possession relative to the wages paid in the occupation in question. Each wage board shall take into consideration the needs of the employees, the financial condition of the occupation and the probable effect thereon of any increase in the minimum wages paid, and shall endeavor to determine the minimum wage, whether by time rate or piece rate, suitable for a female employee of ordinary ability in the occupation in question, or for any or all of the branches thereof, and also suitable minimum wages for learners and apprentices and for minors below the age of eighteen years. When a majority of the members of a wage board shall agree upon minimum wage determinations, they shall report such determinations to the commission, together with the reasons therefor and the facts relating thereto.

SECTION 6 [as amended by acts of 1913, chapter 673, section 2]. Upon receipt of a report from a wage board, the commission shall review the same, and may approve any or all of the determinations recommended, or may disapprove any or all of them, or may recommit the subject to the same or to a new wage board. If the commission approves any or all of the determinations of the wage board it shall, after not less than fourteen days' notice to employers paying a wage less than the minimum wage approved, give a public hearing to such employers, and if, after such public hearing, the commission finally approves the determination, it shall enter a decree of its findings and note thereon the names of employers, so far as they may be known to the commission, who fail or refuse to accept such minimum wage and to agree to abide by it. The commission shall thereafter publish in at least one newspaper in each county of the commonwealth a summary of its findings and of its recommendations. It shall also at such times and in such manner as it shall deem advisable publish the facts, as it may find them to be, as to the acceptance of its recommendations by the employers engaged in the industry to which any of its recommendations relate, and may publish the names of employers whom it finds to be following or refusing to follow such recommendations. An employer who files a declaration under oath in the supreme judicial court or the superior court to the effect that compliance with the recommendation of the commission would render it impossible for him to conduct his business at a reasonable profit shall be entitled to a review of said recommendation by the court under the rules of equity procedure. The burden of proving the averments of said declaration shall be upon the complainant. If, after such review, the court shall find the averments of the declaration to be sustained, it may issue an order restraining the commission from publishing the name of the complainant as one who refuses to comply with the recommendations of the commission. But such review, or any order issued by the court thereupon, shall not be an adjudication affecting the commission as to any employer other than the complainant, and shall in no way affect the right of the commission to publish the names of those employers who do comply with its recommendations. The type in which the employers' names shall be printed shall not be smaller than that in which the news matter of the paper is printed. The publication shall be attested by the signature of at least a majority of the commission.

SECTION 7. In case a wage board shall make a recommendation of a wage determination in which a majority but less than two thirds of the members concur, the commission, in its discretion, may report such recommendation and the pertinent facts relating thereto to the general court.

SECTION 8. Whenever a minimum wage rate has been established in any occupation, the commission may upon petition of either employers or employees, reconvene the wage board or establish a new wage board, and any recommendation made by such board shall be dealt with in the same manner as the original recommendation of a wage board.

SECTION 9. For any occupation in which a minimum time rate only has been established, the commission may issue to any woman physically defective a special license authorizing the employment of the licensee for a wage less than the legal minimum wage: *provided*, that it is not less than the special minimum wage fixed for that person.

SECTION 10. The commission may at any time inquire into the wages paid to minors in any occupation in which the majority of employees are minors, and may, after giving public hearings, determine minimum wages suitable for such minors. When the commission has made such a determination, it may proceed in the same manner as if the determination had been recommended to the commission by a wage board.

SECTION 11 [as amended by acts of 1913, chapter 330]. Every employer of women and minors shall keep a register of the names, addresses and occupations of all women and minors employed by him and shall, on request of the commission or of the director of the bureau of statistics, permit the commission or any of its members or agents, or the director of the bureau of statistics or any duly accredited agent of said bureau, to inspect the said register and to examine such parts of the books and records of employers as relate to the wages paid to women and minors. The commission shall also have power to subpoena witnesses, administer oaths and take testimony. Such witnesses shall be summoned in the same manner and be paid from the treasury of the commonwealth the same fees as witnesses before the superior court.

SECTION 12. Upon request of the commission, the director of the bureau of statistics shall cause such statistics and other data to be gathered as the commission may require, and the cost thereof shall be paid out of the appropriation made for the expenses of the commission.

SECTION 13 [as amended by acts of 1913, chapter 673, section 3]. Any employer who discharges or in any other manner discriminates against any employee because such employee has testified, or is about to testify, or because the employer believes that the employee may testify, in any investigation or proceeding relative to the enforcement of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than two hundred dollars and not more than one thousand dollars for each offence.

SECTION 14. The commission shall from time to time determine whether employers in each occupation investigated are obeying its decrees, and shall publish in the manner provided in section six, the name of any employer whom it finds to be violating any such decree.

SECTION 15. Any newspaper refusing or neglecting to publish the findings,

decrees and notices of the commission at its regular rates for the space taken shall, upon conviction thereof, be punished by a fine of not less than one hundred dollars for each offence.

SECTION 16. No member of the commission and no newspaper publisher, proprietor, editor or employee thereof, shall be liable to an action for damages for publishing the name of any employer in accordance with the provisions of this act, unless such publication contains some wilful misrepresentation.

SECTION 17. The commission shall annually, on or before the first Wednesday in January, make a report to the general court of its investigations and proceedings during the preceding year.

SECTION 18. This act shall take effect on the first day of July in the year nineteen hundred and thirteen. [*Approved June 4, 1912.*]

CHAPTER 713.

AN ACT TO PROVIDE FURTHER FOR THE PRESERVATION OF LIFE IN THE CONSTRUCTION, ALTERATION, REMOVAL OR TEARING DOWN OF BUILDINGS OR STRUCTURES IN THE CITY OF BOSTON.

SECTION 1. The city of Boston may prescribe by ordinance the qualifications which shall be required of those having charge or control of the construction, alteration, removal or tearing down of buildings or structures in said city, the means of determining such qualifications and the terms and conditions upon which permits for the construction, alteration, removal or tearing down of buildings or structures may be issued by the building commissioner. Any person who has been refused a permit by the building commissioner, acting under authority of any such ordinance, shall have a right to appeal in accordance with the provisions of section six of chapter five hundred and fifty of the acts of the year nineteen hundred and seven.

SECTION 2. This act shall take effect upon its passage. [*Approved June 4, 1912.*]

CHAPTER 714.

AN ACT TO DEFINE THE DUTIES OF THE HOMESTEAD COMMISSION.¹

SECTION 1. The commission established by chapter six hundred and seven of the acts of the year nineteen hundred and eleven shall continue its investigation of the need of providing homesteads for the people of the commonwealth and its study of plans already in operation or contemplated elsewhere for housing wage-earners, and shall report to the legislature not later than the first Wednesday in January, nineteen hundred and thirteen, and may recommend such legislation as in its judgment will tend to increase the supply of wholesome homes for the people. The commission may expend in prosecution of its work such sums, not exceeding in the aggregate two thousand dollars, as the governor and council may approve.

SECTION 2. This act shall take effect upon its passage. [*Approved June 4, 1912.*]

¹ See Acts of 1913, Chapter 595, on page 28, *ante*.

CHAPTER 721.

AN ACT TO AUTHORIZE CERTAIN ADVANCES FROM THE TREASURY OF THE COMMONWEALTH TO THE MASSACHUSETTS EMPLOYEES' INSURANCE ASSOCIATION.

SECTION 1. For the purpose of enabling the Massachusetts Employees' Insurance Association to carry out the provisions of Part IV of chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven, the treasurer and receiver general, from time to time, within one year after the date of the passage of this act, may advance to the said association from the treasury of the commonwealth sums of money not exceeding in the aggregate one hundred thousand dollars. For the moneys so advanced the association shall execute and deliver to the treasurer its promissory notes payable to the order of the commonwealth within four years after the respective dates thereof, with interest at the rate of four per cent per annum, payable semi-annually. The notes shall be signed by the treasurer of said association and countersigned by its president, and shall be payable either serially or by instalments, so that at least one fourth of the aggregate indebtedness shall be paid in each calendar year, beginning with the first day of January, nineteen hundred and thirteen.

SECTION 2. The treasurer and receiver general is hereby authorized to borrow upon the credit of the commonwealth, from time to time, such amounts as may be necessary to cover the advances authorized in section one of this act. All money so borrowed shall be deposited in the state treasury, and the treasurer and receiver general shall pay out the same as ordered by said association, and shall keep a separate and accurate account of all sums so borrowed and advanced.

SECTION 3. The provisions of Part IV of said chapter seven hundred and fifty-one in regard to assessments to provide for the payment of losses and expenses shall also apply to and authorize assessments, so far as they may be necessary, for the payment of said notes and of the interest thereon.

SECTION 4. Notes issued under the provisions of this act shall not be considered as rendering the association deficient in funds, so long as the liability of subscribers to assessment exceeds the amount of said notes less the proceeds of said notes still in the hands of the association.

SECTION 5. This act shall take effect upon its passage. [*Approved June 6, 1912.*]

CHAPTER 722.

AN ACT TO PROVIDE PENSIONS FOR THE COURT OFFICERS OF THE SUPREME JUDICIAL COURT AND THE SUPERIOR COURT.

SECTION 1. Any court officer of the Supreme Judicial Court or of the superior court, who in the judgment of the sheriff of his county is disabled for useful service in either of said courts, and who is certified by a physician, designated by the sheriff, to be permanently incapacitated, either mentally or physically, by injuries sustained through no fault of his own, and in the actual performance of his duty in said court; and any court officer of either of said courts who has performed faithful service therein for not less than twenty years, and is in the judgment of the sheriff of his county incapacitated for further service in said court, shall, if the

sheriff so requests, with the approval of a majority of the justices of the court in which he serves, be retired, and shall annually receive a pension equal to one half of the compensation received by him at the time of his retirement.

SECTION 2. Pensions granted under this act and all expenses connected therewith shall be paid out of the treasuries of the Commonwealth, and of the several counties, to the same extent and in the same proportion as the salaries of the pensioners were paid at the time of their retirement.

SECTION 3. This act shall take effect upon its passage.

OFFICE OF THE SECRETARY, June 10, 1912.

WHEREAS, The Constitution of the Commonwealth provides that —

“No bill or resolve of the Senate or House of Representatives shall become a law, and have force as such, until it shall have been laid before the Governor for his revisal; and if he, upon such revision, approve thereof, he shall signify his approbation by signing the same. But if he have any objection to the passing of such bill or resolve, he shall return the same, together with his objections thereto, in writing, to the Senate or House of Representatives, in whichever the same shall have originated”; and

WHEREAS, The bill entitled “An Act to provide pensions for the court officers of the supreme judicial and the superior court” was duly passed by the General Court and was laid before the Governor on the twenty-first day of May of the current year; and

WHEREAS, The aforesaid bill, with another bill and a resolve were transmitted to the office of the Secretary, accompanied by a communication from the Clerk of the House of Representatives, stating that

“These acts and resolve were found on the desk of the Clerk of the House of Representatives on the morning of Tuesday, May 28, last. They were due to be returned by His Excellency the Governor to the House of Representatives, in which branch they originated, with his objections thereto in writing, on Monday, May 27. . . .

“A point of order was raised that the bills and resolve and veto messages were not properly before the House of Representatives, not having been returned by the Governor within the five days allowed under article II of section 1 of chapter 1 of the constitution.”

On this point of order the Speaker ruled as follows: —

“The vetoes were without question returned after the Clerk’s office was closed on the last day during which, under article II of section 1 of chapter 1 of the Constitution, three of the vetoes should apparently have been returned. There is no official record whether the vetoes were left in the Clerk’s office before or after midnight. The chair therefore rules that simply leaving the papers in the Clerk’s office after it is closed is not such a return to the House of Representatives of the bills and resolves, with his objections thereto in writing, as is required by the Constitution, as the House can take cognizance of; and that three of the vetoes were not properly returned until received by the Clerk at eight o’clock this morning.”

And

WHEREAS, I am advised by the Attorney-General, after a review of all the circumstances in the case, that

“It is not the duty of the Secretary to determine whether or not the bills and resolve in question were in fact returned, or whether or not the action of the House was warranted in the premises. He should be guided by the official record of the facts, and receive and record the several bills and the resolve among the laws of the current year, leaving the question of their validity to be determined by the proper tribunal”,

THEREFORE the "Act to provide pensions for the Court officers of the supreme judicial and superior court" is printed as chapter 722 of the acts of the general court of Massachusetts for the current year, in conformity to the opinion of the Attorney-General, above cited.

[This note applies also to chapter 723 of the acts of the current year and to chapter 148 of the resolves.]

CHAPTER 723.

AN ACT TO PROVIDE FOR PENSIONING PROBATION OFFICERS.¹

SECTION 1. Any probation officer or assistant probation officer whose whole time is given to the duties of his office shall, at his or her request, be retired from active service and placed upon a pension roll by the court upon which it is his duty to attend, with the approval of the county commissioners of the county in which the court is situated: *provided*, that he is certified in writing by a physician designated by such court to be permanently disabled, mentally or physically, for further service by reason of injuries or illness sustained or incurred through no fault of his in the actual performance of his duty as such officer. Any probation or assistant probation officer whose whole time is given to his duties as such officer and who has faithfully performed his duties as such officer for not less than twenty consecutive years, and who is not less than sixty years of age, shall also be retired under the provisions of this act at his or her request without the aforesaid certification.

SECTION 2. Every person retired under the provisions of this act shall receive an annual pension equal to one half of the compensation received by him at the time of his retirement, this amount to be paid by the county employing him, or, if he is employed by more than one county, then by the counties by which his salary is paid, and in the same proportion. It shall be the duty of every county to appropriate annually the sums required for this purpose.

SECTION 3. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 4. This act shall take effect upon its passage.

[The note following chapter 722 applies also to this act.]

CHAPTER 726.

AN ACT TO ESTABLISH A STATE BOARD OF LABOR AND INDUSTRIES.²

SECTION 1. There is hereby established a State Board of Labor and Industries to be composed of five persons who shall be appointed by the governor, with the advice and consent of the council. The terms of office of the members of the board shall be five years, except that when first appointed one of the members shall be appointed for four years, one for three years, one for two years, and one for one year, the member at that time appointed for five years to be chairman. Thereafter a member shall be appointed each year, for a term of five years. One member of

¹ The Supreme Judicial Court of Massachusetts in the case of *Tuttle v. City of Boston*, 215 Mass. 57, May 24, 1913, *held*, that the bill became a law by virtue of Const. p. 2, c. 1, § 1, art. 2, requiring the Governor's veto to be returned to the house in which the bill originated within five days after it is presented to him, since, in order to be "returned to the house," it must be placed in the actual custody of the house or its duly authorized officer under such circumstances as will enable him to record the fact and time of the restoration; the computation of time from an act done excludes the date of the act, and also excludes Sundays, if the time limited is less than a week, so that the Governor had until Monday, May 27th, to veto the bill.

² See Acts of 1913, Chapters 813 and 831, on pages 98 and 103, *ante*; also Chapters 746, 753, 766, 779.

the board shall be an employer of labor, one a wage-earner, one a physician or a sanitary engineer, and at least one a woman. The governor, with the advice and consent of the council, shall have power to fill by appointment for the unexpired term any vacancy that may occur in the board.

SECTION 2. There shall be a commissioner of labor, who shall be appointed by the board. He shall serve for such term as the board may determine, and may be removed at any time by the board by vote of a majority of its members. Upon such removal a statement of reasons therefor shall be filed by the board with the governor. The commissioner of labor shall devote all his time to the affairs of the board, under its direction.

SECTION 3. The salary of the chairman of the board shall be fifteen hundred dollars a year, and the salaries of each of the other members of the board shall be one thousand dollars a year. The salary of the commissioner of labor shall be determined by the board, and shall not be less than five thousand nor more than seventy-five hundred dollars a year. The board may incur other necessary expenses for carrying out the provisions of this act, not exceeding the annual appropriation therefor. It shall be provided with offices in the state house or in some other suitable building in the city of Boston, and elsewhere in the commonwealth if approved by the governor and council.

SECTION 4. The board may investigate the conditions existing in any line of industry carried on by inhabitants of the commonwealth, and such investigations may be extended outside of the commonwealth to procure information for the promotion of industrial development or the improvement of industrial conditions. The board shall receive all complaints concerning conditions existing in any industry carried on by inhabitants of the commonwealth, or concerning alleged violations of any laws enforced under its direction, and shall thereupon make or direct all needful and appropriate investigations and prosecutions. It may employ experts or other necessary assistants to aid in the performance of any duty imposed upon it by law. It may make rules not inconsistent with existing law for carrying out the provisions of this act.

SECTION 5. All powers and duties with reference to the enforcement of laws relating to labor and the employment thereof, the inspection and licensing of buildings or parts of buildings used for industrial purposes, the inspection and licensing of the workers therein and of all other industrial employees within the commonwealth, the enforcement of laws relating to the employment of women and minors, and the institution of proceedings in prosecution of violations of any of the said laws, now conferred or imposed by law upon the state board of health or state inspectors of health, or upon the chief of the district police, the inspectors of factories and public buildings of the district police, or the inspection department of the district police, or the deputy chief of the inspection department of the district police, with the exception of such duties and powers as are now imposed by law upon the chief inspector of boilers or the boiler inspectors of the district police, and with the further exception of such powers and duties as relate to the inspection of buildings under erection, alteration or repair, are hereby transferred to the state board of labor and industries. Said board may delegate to such commissioner, deputy commissioners or inspectors as are under its direction such of the above powers as it may deem necessary to carry out the provisions of this act.

Buildings used for industrial purposes under the meaning of this act shall include factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, all other buildings or parts of buildings in which manufacturing is carried on, and mercantile establishments as defined in section seventeen of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine.

SECTION 6. Nothing in this act shall be construed to prevent the state inspectors of health from entering buildings used for industrial purposes when required by their duty to protect the health of the community, especially as prescribed by section three of chapter five hundred and thirty-seven of the acts of the year nineteen hundred and seven, except that the duty therein prescribed in informing themselves concerning the health of minors in factories is hereby transferred to the state board of labor and industries. The said board shall promptly report to the state board of health all cases of disease in industrial establishments which may affect the health of the community.

SECTION 7. The board may appoint not more than two deputy commissioners of labor who shall be under the direction of and responsible to, the commissioner. One of the said deputies shall be especially qualified to supervise the enforcement of laws under the jurisdiction of the board which relate to the health of persons employed in buildings used for industrial purposes and shall be charged with that duty. Further division of powers and duties between the deputy commissioners may be made by the board, which shall also fix their salaries and terms of office with the approval of the governor and council. The board shall have power to remove a deputy commissioner from office at any time by vote of a majority of its members.

SECTION 8 [as amended by acts of 1913, chapter 813, section 8]. The board shall have power to appoint and remove industrial health inspectors, industrial inspectors, assistant industrial inspectors, and necessary clerical assistants, subject to the laws of the commonwealth relating to the appointment and removal of employees in the classified civil service. The total number of industrial health inspectors, industrial inspectors and assistant industrial inspectors shall not exceed twenty-four, of whom at least four shall be women. The state civil service commissioners shall prepare rules, subject to the approval of the governor and council, for including in the classified service all industrial health inspectors, industrial inspectors, assistant industrial inspectors, and clerical assistants. These rules shall provide that candidates for appointment shall pass an examination of a comprehensive and practical character based upon the particular requirements of the kind of work to be done: *provided*, that persons employed at the time when this act takes effect as inspectors of factories and public buildings in the inspection department of the district police and not retained in said department, as provided in section twelve of this act, shall be transferred without such special examination, and without regard to age, to serve as industrial inspectors. Such transfer shall not affect any rights of retirement with pension that shall have accrued at the date when it is made, or would thereafter accrue to an inspector so transferred, but all such rights shall be retained by any inspector as if he had remained a district police officer. Industrial health inspectors shall be persons admitted to practice medicine in this commonwealth, or persons especially qualified by technical education in matters relating to health and sanitation.

Inspectors and assistant inspectors shall be not over forty-five years of age on the date of their first appointment, but this age limit shall not apply to any reappointment.

Industrial health inspectors, industrial inspectors and assistant industrial inspectors shall devote their entire time to the affairs of the board.

Each inspector shall, before entering upon his duties, be sworn to the faithful performance thereof.

The salaries of the industrial health inspectors, industrial inspectors and assistant industrial inspectors shall be determined by the board with the approval of the governor and council and shall be graded and of sufficient amount to secure competent men and women for the service; *provided, however*, that the salaries of the industrial inspectors shall be not less than fifteen hundred dollars a year, and *provided, further*, that the amount expended by the board in any year for such salaries shall not exceed the annual appropriation therefor. All salaries provided for under this act shall be paid out of the treasury of the commonwealth.

SECTION 9. The commissioner of labor may divide the commonwealth into inspection districts, and may assign the number of industrial health inspectors, industrial inspectors and assistant industrial inspectors thereto which he deems necessary, all with the consent of the board. Any order made by a deputy commissioner or inspector may be amended, suspended or revoked by the commissioner of labor or by the board, and any order made by the commissioner may be amended, suspended or revoked by the board.

SECTION 10. Any inspector under the state board of labor and industries who directly or indirectly receives a reward, gift or gratuity on account of his official services, shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than three months; and shall also be discharged from office.

SECTION 11. For the enforcement of any law within the jurisdiction of the state board of labor and industries, industrial health inspectors, industrial inspectors and assistant industrial inspectors shall possess the police powers granted by existing law to members of the inspection department of the district police.

SECTION 12. The office of inspector of factories and public buildings in the inspection department of the district police is hereby abolished. The inspectors of factories and public buildings who are, at the time of the passage of this act, serving as building inspectors, so-called, shall remain members of the district police force with the title of inspectors of buildings. The total number of such inspectors shall be eighteen, and, upon the taking effect of this act, the governor shall designate from among the inspectors of factories and public buildings who are at the time of its passage serving as factory inspectors, so-called, a sufficient number of such inspectors to remain members of the district police and to serve as inspectors of buildings to complete this number. The remaining inspectors of factories and public buildings shall, upon the taking effect of this act, be transferred to service under the state board of labor and industries as provided in section eight of this act. Inspectors of buildings shall have the powers and be charged with the duties of the present inspectors of factories and public buildings of the district police, except as otherwise provided in this act.

SECTION 13 [repealed by acts of 1913, chapter 746, section 2].

SECTION 14. The board shall annually, on or before the first Wednesday in January, submit to the general court a report containing a statement of the character and results of the work performed by it or under its direction during the preceding year and of the expenditures for the year, together with an estimate of the sum required for the ensuing year and recommendations for such additional legislation as the board shall deem necessary.

SECTION 15. All acts and parts of acts inconsistent herewith are hereby repealed; but nothing in this act shall be construed as affecting the duties of the bureau of statistics as defined by chapter three hundred and seventy-one of the acts of the year nineteen hundred and nine.

SECTION 16. This act shall take effect on the first day of June, nineteen hundred and thirteen, except that so much of the act as provides for the appointment of the members of the board and of the commissioner, deputy commissioners and necessary clerical assistants shall take effect on the first day of March, nineteen hundred and thirteen. [*Approved June 10, 1912.*]

3. TEXT OF THE RESOLVES.

CHAPTER 30.

RESOLVE RELATIVE TO THE STATE PRINTING.

Resolved, That the attorney-general, the secretary of the commonwealth, the treasurer and receiver general, the auditor of the commonwealth, the clerk of the senate and the clerk of the house of representatives are hereby directed to advertise for proposals for the execution of all the printing and binding for the several departments of the government of the commonwealth, except office stationery and blank books without printed headings, for a term of three or five years from the first day of July in the year nineteen hundred and twelve. They shall take into consideration the circumstances and facilities of the several bidders for the work as well as the terms offered; they may reject any bids received, and they shall award the contract, to be based upon a working day of eight hours for each week day, except that on Saturday the working day shall consist of four hours unless in the judgment of the official having supervision of the state printing, legislative or ballot work shall require a full day of eight hours, and equal pay for equal work performed by men and women, at such rates as they shall decide to be equitable between employer and employed, and to such bidder as in their judgment the interests of the commonwealth may require; and they shall execute the contract in the name and behalf of the commonwealth. Bonds satisfactory to the said officers, to an amount not less than ten thousand dollars, shall be given by the party to whom the contract is awarded, to secure the faithful performance of the contract. [*Approved March 21, 1912.*]

CHAPTER 82.

RESOLVE TO PROVIDE FOR THE APPOINTMENT OF A COMMISSION TO STUDY THE QUESTION OF THE SUPPORT OF DEPENDENT MINOR CHILDREN OF WIDOWED MOTHERS.

Resolved, That the governor, with the advice and consent of the council, shall, within thirty days after the passage of this resolve, appoint a commission of three persons, citizens of the commonwealth, at least one of whom shall be a woman, to study and investigate the question of the condition of widowed mothers within the commonwealth having minor children dependent upon them for support, and to report to the next general court, on or before the second Wednesday in January, as to the advisability of enacting legislation providing for payments by the commonwealth for the purpose of maintaining such minor children in their homes, submitting with the report such drafts of bills, if any, as may be deemed advisable to carry the recommendations of the commission into effect. The commission shall serve without pay, but may expend such reasonable sums for travel and other expenses, not exceeding in the aggregate one thousand dollars, as may be authorized by the governor and council. [*Approved April 27, 1912.*]

CHAPTER 103.

RESOLVE TO PROVIDE FOR AN INVESTIGATION OF LOSSES OF LIFE AND PROPERTY BY
FIRE IN THE METROPOLITAN DISTRICT.

Resolved, That the governor, with the advice and consent of the council, shall, within sixty days after the passage of this resolve, appoint a commission of five persons, citizens of the commonwealth, to investigate the loss of life and property by fire, the causes of fires, the improvements in means for their prevention, and the fire hazard in the metropolitan district as defined by section three of chapter four hundred and seven of the acts of the year eighteen hundred and ninety-three. Of the said commissioners, one member shall be the fire commissioner of the city of Boston, one member shall be an architect, one a builder, one a person skilled in the insurance business, and one a person familiar with the business of dealing in or managing real estate. The members of the commission shall serve without compensation, but may incur such expenses in the performance of their duties, not exceeding the amount of twenty-five hundred dollars, as may be authorized by the governor and council. The commission shall report to the general court on or before the first Wednesday of January in the year nineteen hundred and thirteen, with recommendations concerning legislation for the prevention of fires and loss of life and property by fires, and with such other recommendations concerning the subject of the fire hazard in the metropolitan district as it may deem proper. [*Approved May 11, 1912.*

4. INDEX OF BILLS AFFECTING LABOR INTRODUCED DURING THE LEGISLATIVE SESSION OF 1912.

[NOTE.—Abbreviations used are S. for Senate, H. for House, Com. for Committee, and P. D. for Public Document. References in italic type refer to the preceding pages of this Bulletin.]

CHILD LABOR.

SENATE 469. To regulate the employment of children. Substituted for H. 1525 by S.; amended and referred to next Legislature.

HOUSE 251. To require the furnishing of seats for women and minors employed in mechanical [or] manufacturing establishments. Labor Com. reported H. 1639.

HOUSE 565. To provide for compulsory school attendance of children between the ages of seven and fifteen years. Education Com. reported H. 1803.

HOUSE 930. To provide for compulsory school attendance for children between the ages of seven and sixteen years. Education Com. reported leave to withdraw.

HOUSE 982. To prohibit the employment of minors under sixteen years of age in factories, workshops, and mercantile establishments. Labor Com. reported leave to withdraw.

HOUSE 1135. To provide for attendance at school of illiterate minors. Education Com. reported reference to next Legislature.

HOUSE 1136. To amend and codify the laws relative to school attendance and to the employment of minors. Education Com. reported H. 2096.

HOUSE 1348. Relative to compulsory school attendance. Education Com. reported leave to withdraw.

HOUSE 1525. To regulate the employment of children and to make uniform the laws relating thereto. Labor Com. reported reference to next Legislature; S. substituted S. 469 for this report.

HOUSE 1639. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Reported by Labor Com. on H. 251; referred to Com. on Bills in Third Reading which substituted H. 1663.

HOUSE 1663. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Substituted for H. 1639. *See Chapter 96 on p. 170.*

HOUSE 1773. To prohibit the employment of children for soliciting contributions or for advertising purposes. Com. on Rules referred to next Legislature.

HOUSE 1803. To provide for compulsory school attendance of children between the ages of seven and fifteen years. Reported by Education Com. on H. 565; rejected by H., 77 yeas, 131 nays.

HOUSE 2096. To amend and codify the laws relative to school attendance and to the employment of minors. Reported by Education Com. on H. 1136; passed as amended by H.; referred to next Legislature by S.

Hours of Labor.

SENATE 12. Relative to the hours of employment of women and minors. Labor Com. reported H. 535 on this bill and on H. 535.

HOUSE 475. Relative to the hours of employment of women and minors. Labor Com. reported leave to withdraw.

HOUSE 535. Relative to the hours of employment of women and minors. Reported on S. 12 and H. 535 by Labor Com. *See Chapter 477 on p. 184.*

HOUSE 588. Relative to the employment of children and women in certain workshops connected with mercantile establishments. *See Chapter 452 on p. 183.*

HOUSE 615. Relative to the hours of labor of women and minors. Reported by Labor Com.; passed by S.; reconsidered; rejected.

HOUSE 766. Relative to the hours of employment of women and girls in telephone offices. Labor Com. reported leave to withdraw.

HOUSE 1195. To properly describe persons excepted from those to whom the words "Child" and "Minor" shall ordinarily refer. *See Chapter 191 on p. 172.*

CONVICT LABOR.

SENATE 459. Relative to the employment of prisoners. Reported by Prisons Com. on H. 607 and H. 1040; new draft S. 479 reported by Ways and Means S. Com.

SENATE 479. Relative to the employment of prisoners. New draft of S. 459; recommitted to Ways and Means S. Com. which reported new draft S. 504.

SENATE 504. Relative to the employment of prisoners. New draft of S. 479; passed by S.; rejected by H.

HOUSE 406. To prohibit the employment of inmates of institutions in the manufacture of goods intended to be sold in competition with the products of free labor. Prisons Com. reported reference to next Legislature.

HOUSE 607. Relative to the employment of prisoners. Prisons Com. reported S. 459 on this bill and on H. 1040.

HOUSE 833. Relative to the marking of goods made in penal institutions. Prisons Com. reported leave to withdraw; referred to Justices of Supreme Judicial Court as to constitutionality; Justices reported unfavorably (H. 2248). *See post, p. 265.*

HOUSE 1040. Relative to the employment of prisoners. Prisons Com. reported S. 459 on this bill and on H. 607.

HOUSE 1247. Changing the prisons into social schools. Prisons Com. reported leave to withdraw.

HOUSE 1644. To extend and enlarge the plan of making goods for public use by the labor of prisoners. Based on H. 1643 (a report). *See Chapter 565 on p. 191.*

COST OF LIVING.

HOUSE 1020. Relative to the sale of coal. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 1157. Resolutions in favor of the establishment of an international commission on the cost of living. Federal Relations Com. reported leave to withdraw.

HOUSE 1385. To provide for investigations by the attorney-general of the rise in prices of the necessities of life. Joint Judiciary Com. reported leave to withdraw.

EMPLOYMENT AND EMPLOYMENT AGENCIES.

Employment.

HOUSE 114. To require the employment of citizens of the Commonwealth at institutions for the insane. Public Charitable Institutions Com. reported leave to withdraw.

HOUSE 115. Relative to the promotion of laborers and mechanics in the employment of cities and towns. Public Service Com. reported leave to withdraw.

HOUSE 383. Relative to the employment of inmates of penal and other institutions. Labor Com. reported leave to withdraw.

HOUSE 448. Relative to the appointment or employment of aliens by the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 474. To authorize additional work upon State highways in times of industrial distress. Labor Com. reported leave to withdraw.

HOUSE 770. Relative to the employment of help in State institutions. Passed by both branches; vetoed by Governor (H. 2105); veto sustained, 113 yeas, 78 nays.

House 2105. Veto of Governor on House 770.

EXECUTIVE DEPARTMENT, BOSTON, April 1, 1912.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an act relative to the method of obtaining employees for State institutions.

This bill directs the officers of such institutions to use all reasonable efforts to obtain employees without recourse to employment agencies or bureaus; and directs that if such recourse becomes necessary then they shall apply to at least one of the free employment offices established under the direction of the Director of Statistics since 1909.

I realize that there are many abuses incident to our existing system of securing public employees through private employment agencies, not the least of which is the obnoxious system of fees incident thereto. This bill, however, in its well meant attempt to overcome this evil will, in my judgment, deprive the public service of the benefits which are also incident to the agency system.

I would approve heartily of a measure which forbade the filling of any vacancy by means of the employment agencies, unless the State official or officer concerned had made application to one or more of the employment agencies maintained under the bureau of statistics. But I cannot be a party to a measure which goes far beyond this reasonable limit and tends to break down the useful service undoubtedly furnished by employment agencies and bureaus, when these are utilized in their proper relation as auxiliary to our existing State agencies.

EUGENE N. FOSS.

HOUSE 844. To provide for the abolition of unemployment. Public Health Com. reported leave to withdraw.

HOUSE 859. Relative to the age limit of applicants for classification in the civil service. Public Service Com. reported reference to next Legislature.

HOUSE 977. To provide for the employment of citizens on public work. Labor Com. reported leave to withdraw.

HOUSE 1035. To promote enlistment in the militia and naval reserve. Military Affairs Com. Referred to Com. on Bills in Third Reading which substituted H. 2014.

HOUSE 1055. To establish the personnel of the civil service examining board of applicants for the positions of inspectors of boilers in the boiler inspection department of the district police. Public Service Com. reported leave to withdraw.

HOUSE 1212. To restrict the serving of intoxicating liquors by women. Liquor Laws Com. reported leave to withdraw.

HOUSE 1394. Relative to the discharge of certain employees. Labor Com. reported leave to withdraw.

HOUSE 2014. To prevent interference with the militia and naval reserve and with enlistment therein. Based on H. 1035. *See Chapter 358 on p. 174.*

Employment Agencies.

HOUSE 622. To abolish the free employment offices established and maintained by the Commonwealth. Legal Affairs Com. reported leave to withdraw.

HOUSE 633. Relative to the selection of employees of the Commonwealth. Public Service Com. reported leave to withdraw.

HOUSE 984. Relative to the maintenance of intelligence offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 2063. To establish the State board of employment and to provide for the supervision of public and private employment offices. Reported by Labor Com. on H. 1651 (Report of committee appointed to investigate the conditions and management of employment agencies and intelligence offices); referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HEALTH AND SAFETY.

SENATE 156. To require street railway companies to equip their cars with lifting jacks and other apparatus. Street Railways Com. reported reference to next Legislature.

SENATE 248. To provide for the separation of the detective and the inspection departments of the district police. Public Service Com. reported leave to withdraw.

SENATE 286. To authorize the appointment of four additional female members of the inspection department of the district police. Public Service Com. Referred to Ways and Means S. Com. which reported reference to next Legislature.

SENATE 340. Resolve to provide for the printing and distribution of the reports of the commission for the investigation of the subject of the cold storage of food and food products. Chapter 38 (Resolves).

SENATE 416. To provide for the proper manning of railroad freight trains by common carriers. Reported by Railroads Com. on H. 638; amended and reprinted as S. 453.¹

SENATE 453. To provide for the proper manning of railroad freight trains by common carriers. Amendment of S. 416; passed by both branches; vetoed by Governor (S. 488); veto sustained, 20 yeas, 14 nays; reconsidered, 24 yeas, 15 nays.¹

¹ See recommendations of the Board of Railroad Commissioners on page 276, *post*.

Senate 488. Veto of Governor on Senate 453.

EXECUTIVE DEPARTMENT, BOSTON, May 2, 1912.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an act to provide for the proper manning of railroad freight trains by common carriers; and creating an arbitrary schedule whereby the number of persons employed to man a freight train is to be fixed.

The numbers thus determined may, or may not, be equitable in respect to a certain train or class of train service.

In either event this bill is, in effect, a recognition by the Legislature that at present the Commonwealth does not exercise adequate control over public service corporations. Hence the Legislature faces the necessity of deciding each detail of the public service, like the present one, by special enactments. But the attempt to standardize the public service throughout by such means is quite futile.

The State ought to possess the general power to regulate all train services, including the whole subject of train crews. This can be accomplished by creating a public service commission with broad powers over all private corporations furnishing public utilities.

Such a commission is equally to be desired by the railroads, by their employees, and by the public.

I believe that this necessity will be recognized by the present Legislature, and a public service commission created, thus removing all occasion for arbitrary and special legislative regulation of such railroad details as those comprised in this bill.

I cannot pass judgment upon the question as to whether or not all freight trains of 30 cars should carry crews of six men, and all freight trains of 29 cars five men. These matters can, in my judgment, be determined only by a permanent and powerful commission of experts skilled in railroad operation and regulation.

EUGENE N. FOSS.

SENATE 458. To establish a State board of labor and industries. Reported by Labor Com. on H. 385 and H. 1395. Referred to Ways and Means S. Com. which reported new draft S. 526.

SENATE 526. To establish a State board of labor and industries. New draft of S. 458. Referred to Ways and Means H. Com. which reported new draft H. 2338.

HOUSE 251. To require the furnishing of seats for women and minors employed in mechanical manufacturing establishments. Labor Com. reported H. 1639.

HOUSE 323. Relative to the inspection by the State board of health of buildings containing bakeries. Public Health Com. Referred to Ways and Means H. Com.; rejected.

HOUSE 385. To establish a department of labor and to define the duties and powers thereof. Labor Com. reported S. 458 on this bill and on H. 1395.

HOUSE 386. To prohibit the employment of women in core rooms or other parts of foundries, at forges, or in and about quarries. Labor Com. reported H. 2151.

HOUSE 420. To require the use of air brakes and the furnishing of seats for

motormen on cars of street railway companies and electric railroad companies. Street Railways Com. reported leave to withdraw.

HOUSE 536. Relative to safeguarding machinery and elevators. *See Chapter 318 on p. 173.*

HOUSE 538. Relative to the operation and inspection of steam boilers. Mercantile Affairs Com. reported H. 1978.

HOUSE 539. To establish an industrial inspection department, and to define the respective duties of the several inspection departments of the district police. Public Service Com. Referred to Ways and Means S. Com. which reported reference to next Legislature.

HOUSE 541. Resolve to provide for the appointment of a commission to investigate housing conditions within the Commonwealth. Public Health Com. reported reference to next Legislature.

HOUSE 638. To promote the safety of travelers and employees upon railroads by compelling common carriers by railroad to properly man their trains. Railroads Com. reported S. 416.

The following Senate order on H. 638 was adopted May 13, 1912, to wit: —

Ordered, That the Board of Railroad Commissioners is hereby directed to investigate forthwith the operating and manning of railroad freight trains in this Commonwealth and to make such order, regulation or recommendation as, upon investigation, the board may think necessary for the safety and protection of the public or of the employees of the railroad company operating such trains, and particularly as to the number of brakemen to be assigned to such trains. The board shall report the result of its investigation to the Senate as soon as practicable, and shall accompany its report with a copy of the order, regulation or recommendation made by it.¹

HOUSE 767. To provide certain mechanical appliances and safeguards to protect employees in factories, mills, and workshops. Labor Com. reported leave to withdraw.

HOUSE 810. Relative to the inspection of elevators. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 840. To provide for uniform regulations for diseases dangerous to the public health. Public Health Com. reported H. 1804.

HOUSE 1068. To establish a State building inspection department. Public Service Com. reported leave to withdraw.

HOUSE 1070. To consolidate the boiler inspection department of the district police and the board of boiler rules. Public Service Com. reported leave to withdraw. Referred to Ways and Means H. Com. which reported reference to next Legislature. H. refused to refer it; passed in both branches; bill failed; unsigned by Governor when Legislature adjourned.

HOUSE 1333. To provide for fire escapes and open areas in the city of Boston, to reduce the fire hazard. Cities Com. reported leave to withdraw.

HOUSE 1336. Relative to the occupation of buildings in the city of Boston until means of egress have been provided satisfactory to the building commissioner. *See Chapter 369 on p. 182.*

¹ See recommendations of the Board of Railroad Commissioners on page 276, *post*.

HOUSE 1395. To establish a State board of labor, and to define the duties and powers thereof. Labor Com. reported S. 458 on this bill and on H. 385.

HOUSE 1434. To provide for seats for elevator men. Mercantile Affairs Com. reported H. 1835.

HOUSE 1436. To regulate the operation and inspection of steam boilers. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 1458. To provide for the sanitation of food products. Public Health Com. reported leave to withdraw.

HOUSE 1487. Relative to the equipment of street cars with air-brakes. Street Railways Com. reported leave to withdraw.

HOUSE 1586. To require street railway companies to equip their cars with safety devices. Street Railways Com. reported leave to withdraw.

HOUSE 1639. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Reported by Labor Com. on H. 251. Referred to Com. on Bills in Third Reading which substituted H. 1663.

HOUSE 1663. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Substituted for H. 1639. *See Chapter 96 on p. 170.*

HOUSE 1748. To promote the safety of travelers and employees upon railroads by compelling common carriers by railroad to properly man their trains. Ordered printed; no standing.

HOUSE 1804. To provide for uniform regulations for diseases dangerous to the public health. Reported by Public Health Com. on H. 840. Com. on Bills in Third Reading substituted H. 1841.

HOUSE 1835. To require the furnishing of seats for elevator men. Based on H. 1434. *See Chapter 479 on p. 185.*

HOUSE 1841. To provide for uniform regulations for diseases dangerous to the public health. Substituted for H. 1804 by Com. on Bills in Third Reading. Passed by H.; rejected by S.

HOUSE 1978. Relative to the operation and inspection of steam boilers. Based on portion of annual report of the chief of the district police (P. D. 32) and on H. 538. *See Chapter 531 on p. 187.*

HOUSE 2151. To provide for regulating the employment of women in core rooms. Reported by Labor Com. on H. 386. See H. 2246. *See Chapter 653 on p. 226.*

HOUSE 2246. Resolve to provide for an investigation by the State board of health of the employment of women in core rooms. Moved to substitute for H. 2151; rejected by H.

HOUSE 2338. To establish a State board of labor and industries. New draft of S. 526 reported by Ways and Means H. Com. *See Chapter 726 on p. 235.*

HOUSE 2369. To establish a State board of labor and industries. Reprint of H. 2338.

HOMESTEADS.

HOUSE 441. Report submitted by homestead commission, created by chapter 607 of the acts of 1911. Public Health Com. reported H. 442.

HOUSE 442. To extend and define the duties of the homestead commission. Re-

ported by Public Health Com. on H. 441. Referred to Ways and Means H. Com. which reported H. 2344.

HOUSE 529. To authorize the State board of agriculture to collect and circulate information relating to farms for sale and to the agricultural resources, advantages, and opportunities of the Commonwealth. No standing.

HOUSE 2344. To define the duties of the homestead commission. Reported by Ways and Means H. Com. on H. 442. Justices of the Supreme Judicial Court returned opinion (H. 2339). See *post*, p. 270.

HOURS OF LABOR.

Holidays.

SENATE 101. To make the seventeenth day of June a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 27. To make the seventeenth day of March a legal holiday, to be known as Evacuation Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 300. To make the first day of January a legal holiday, to be known as New Year's Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 482. To make New Year's Day a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 1000. To make New Year's Day a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 1002. Making the day of the annual election in November a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 1406. To make the nineteenth day of October a legal holiday, to be known as Yorktown Day. Legal Affairs Com. reported leave to withdraw.

Public Employees.

SENATE 26. Relating to the employment of janitors and of watchmen and caretakers employed intermittently on public works. Labor Com. reported leave to withdraw.

SENATE 203. To provide a Saturday half-holiday for employees of the metropolitan water and sewer board and the metropolitan park commission. Metropolitan Affairs Com. reported S. 411.

SENATE 239. Relative to vacations of members of the police department of the metropolitan park commission. Metropolitan Affairs Com. reported reference to next Legislature.

SENATE 411. To provide a Saturday half-holiday for laborers and mechanics of the metropolitan water and sewerage board and the metropolitan park commission. Based on S. 203. See *Chapter 528 on p. 187*.

HOUSE 714. Relative to vacations of members of fire departments. Cities Com. reported H. 1847.

HOUSE 765. Relative to the hours of labor of watchmen employed by the Commonwealth. Labor Com. reported leave to withdraw.

HOUSE 1194. Relative to the hours of labor and compensation of persons employed on certain public work. Labor Com. reported leave to withdraw.

HOUSE 1318. Relative to the hours of labor of watchmen employed in State, county, and municipal institutions. Labor Com. reported ought not to pass; rejected by S.

HOUSE 1847. Relative to vacations of members of fire departments. Based on H. 714. *See Chapter 546 on p. 190.*

Railway Employees.

HOUSE 384. Relative to the hours of labor of employees of street railway companies. Labor Com. reported H. 2042 on this bill and on H. 1193.

HOUSE 1193. Relative to the hours of labor of employees of street railway companies. Labor Com. reported H. 2042 on this bill and on H. 384.

HOUSE 2042. Relative to the hours of labor of employees of street railway companies. Based on H. 384 and H. 1193. *See Chapter 533 on p. 189.*

Miscellaneous.

SENATE 12. Relative to the hours of employment of women and children. Labor Com. reported H. 535 on this bill and on H. 535.

SENATE 132. To provide for one day's rest in seven. Labor Com. reported leave to withdraw.

HOUSE 298. Relative to the hours of labor of drug clerks. Labor Com. reported leave to withdraw.

HOUSE 475. Relative to the hours of employment of women and minors. Labor Com. reported leave to withdraw.

HOUSE 535. Relative to the hours of employment of women and minors. Reported on S. 12 and H. 535 by Labor Com. *See Chapter 477 on p. 184.*

HOUSE 588. Relative to the employment of children and women in certain workshops connected with mercantile establishments. *See Chapter 452 on p. 183.*

HOUSE 615. Relative to the hours of labor of women and minors. Reported by Labor Com.; passed by S.; reconsidered; rejected.

HOUSE 766. Relative to the hours of women and girls in telephone offices. Labor Com. reported leave to withdraw.

HOUSE 983. Relative to the hours of labor of firemen of stationary engines. Labor Com. reported leave to withdraw.

HOUSE 1393. Relative to the time off for dinner allowed to employees of municipal and private corporations. Labor Com. reported leave to withdraw.

INDUSTRIAL EDUCATION.

SENATE 172. To authorize the establishment and maintenance of county industrial, agricultural, and household arts schools. Education Com. reported leave to withdraw.

HOUSE 289. Relative to State-aided vocational education. Education Com. reported leave to withdraw.

HOUSE 730. To provide for the establishment and maintenance of evening classes in the practical arts for women. Education Com. reported H. 1678.

HOUSE 1145. Relative to instruction in the elementary schools of the city of Boston. Education Com. reported leave to withdraw.

HOUSE 1627. To authorize the trustees of the Lowell textile school to grant certain degrees. Reported by Education Com. on H. 3, taken from files of last year (report of board of education under chapter 85 of resolves). *See Chapter 62 on p. 170.*

HOUSE 1678. To provide for the establishment and maintenance of evening classes in the practical arts for women. Based on H. 730. *See Chapter 106 on p. 171.*

INJUNCTIONS.

HOUSE 379. To regulate the issuance of restraining orders and injunctions and procedure thereon and to limit the meaning of "Conspiracy". Joint Judiciary Com. reported leave to withdraw.

HOUSE 1521. Relative to proceedings for punishment of the violation of injunctions. Joint Judiciary Com. reported leave to withdraw.

INJURIES AND COMPENSATION.

SENATE 52. To authorize certain mutual insurance companies to transact the business of employers' liability insurance, so-called. Insurance Com. reported S. 354.

SENATE 131. To provide additional methods of insurance under the workmen's compensation act of nineteen hundred and eleven. Joint Judiciary Com. reported H. 2200 on this bill and on H. 586 and S. 232.

SENATE 151. To authorize railroad corporations to issue passes to former employees who have been injured. Railroads Com. reported S. 381, then substituted S. 151. *See Chapter 488 on p. 185.*

SENATE 184. Relative to the recovery of damages for death caused by negligence. Joint Judiciary Com. reported leave to withdraw.

SENATE 210. To increase the penalty imposed on a railroad corporation for loss of life through its negligence. *See Chapter 354 on p. 174.*

SENATE 232. To provide additional methods of insurance under the act relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Joint Judiciary Com. reported H. 2200 on this bill and on H. 586 and S. 131.

SENATE 354. To authorize certain mutual insurance companies to transact the business of employers' liability insurance, so-called. Based on S. 52. *See Chapter 311 on p. 173.*

SENATE 381. To prohibit the issue of free passes by railroad corporations and discrimination in railroad rates. Reported by Railroads Com. on S. 151; S. 151 substituted.

HOUSE 23. Relative to the penalties imposed upon railroad corporations and street railway companies for loss of life through negligence. Joint Judiciary Com. reported leave to withdraw.

HOUSE 249. Relative to notices to be given in certain cases of accidents. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 346. Partial report by the commission on compensation for industrial accidents. To amend chapter seven hundred and fifty-one of the acts of the year nineteen hundred and eleven. Ways and Means H. Com. reported H. 2064.

HOUSE 378. To prohibit liability insurance companies from becoming subscribers to the Massachusetts employees insurance association. Joint Judiciary Com. reported leave to withdraw.

HOUSE 472. To amend the act relative to payments to employees for personal

injuries received in the course of their employment and to the prevention of such injuries. Joint Judiciary Com. reported leave to withdraw.

HOUSE 537. Relative to reporting accidents. *See Chapter 409 on p. 182.*

HOUSE 586. Relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Joint Judiciary Com. reported H. 2200 on this bill and on S. 131 and S. 232.

HOUSE 1171. To provide for the appointment of a conciliator in cases of a dispute over workingmen's compensation. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1315. Relative to sufficiency of notice under the employers' liability law. Joint Judiciary Com. reported H. 1708.

HOUSE 1316. Relative to sufficiency of notice under the workmen's compensation law. Joint Judiciary Com. reported H. 1709.

HOUSE 1390. Relative to the right of action at common law, in certain cases, for personal injuries. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 1708. Relative to notices of actions for recovery of damages under the law concerning the liability of employers. Reported by Joint Judiciary Com. on H. 1315; Com. on Bills in Third Reading substituted H. 1727.

HOUSE 1709. Relative to notices of actions for recovery of damages under the law providing for payments to employees for injuries received in the course of their employment. Based on H. 1316. Com. on Bills in Third Reading substituted H. 1728.

HOUSE 1727. Relative to notices of actions for recovery of damages for injuries to employees. Substituted by Com. on Bills in Third Reading for H. 1708. *See Chapter 251 on p. 172.*

HOUSE 1728. Relative to notices of actions for recovery of damages for injuries to employees. Substituted by Com. on Bills in Third Reading for H. 1709. *See Chapter 172 on p. 171.*

HOUSE 2064. To perfect in detail the act relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Based on H. 346. *See Chapter 571 on p. 192.*

HOUSE 2200. To provide additional methods of compensation to employees for personal injuries received in the course of their employment. Based on H. 586, S. 131, and S. 232. New draft H. 2329 reported by Ways and Means H. Com. and Joint Judiciary Com., sitting jointly.

HOUSE 2273. Relative to the insurance of compensation to employees for personal injuries. *See Chapter 666 on p. 226.*

HOUSE 2298. To provide additional methods of compensation to employees for personal injuries received in the course of their employment. Reprint of H. 2200.

HOUSE 2318. To perfect in detail the act relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Reprint of H. 2064.

HOUSE 2329. To provide additional methods of compensation to employees for personal injuries received in the course of their employment. New draft of H. 2200 reported by Ways and Means H. Com. and Joint Judiciary Com., sitting jointly; rejected by H., 82 yeas, 121 nays.

LABOR DISPUTES.

SENATE 208. Relative to reorganizing the state board of conciliation and arbitration. Public Service Com. reported leave to withdraw.

SENATE 318. Report of Joint Com. on Rules that it is inexpedient for the General Court to make an investigation of the textile industries. Reported on S. 311 (Message from Governor relative to Lawrence strike).

HOUSE 380. Relative to actions in connection with trade disputes. Joint Judiciary Com. reported leave to withdraw.

HOUSE 381. To allow peaceful persuasion. Joint Judiciary Com. reported leave to withdraw. Bill substituted for this report; passed by both branches; vetoed by Governor (H. 2309); veto sustained, 133 yeas, 85 nays.

House 2309. Veto of Governor on House 381.

EXECUTIVE DEPARTMENT, BOSTON, May 17, 1912.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an act to allow peaceful persuasion. The right of free speech is already sacred in Massachusetts; and so equally is the right of everyone to freedom from molestation. Both these rights are guaranteed by our fundamental law.

This proposed law, if enacted, would break down the equitable balance of our present law; it can add nothing to the already established rights which every citizen possesses so long as he keeps the peace; and its effect would inevitably be to withdraw from our citizens their right to protection from molestation and intimidation upon the public streets.

EUGENE N. FOSS.

HOUSE 382. To allow peaceful communications with applicants for positions during strikes, lockouts, and labor disputes. Joint Judiciary Com. reported leave to withdraw.

HOUSE 387. Relative to strikes. Labor Com. reported leave to withdraw.

HOUSE 963. To prevent threats and intimidation. Joint Judiciary Com. reported leave to withdraw.

HOUSE 964. In relation to picketing and boycotting. Joint Judiciary Com. reported leave to withdraw.

HOUSE 965. To punish the inciting of sympathetic strikes. Joint Judiciary Com. reported leave to withdraw.

HOUSE 978. Relative to the intimidation of employees. Labor Com. reported leave to withdraw.

HOUSE 981. To further regulate advertisements and solicitations for employees during strikes, lockouts, and other labor disputes. Labor Com. reported H. 2010 on this bill and on H. 1192.

HOUSE 1192. Further to regulate advertisements and solicitations for employees during strikes or other labor disputes. Labor Com. reported H. 2010 on this bill and on H. 981.

HOUSE 1527. Resolve to provide for an investigation of certain laws in New Zealand and the effects thereof. Labor Com. reported leave to withdraw.

HOUSE 1660. Relative to appointment of committee to investigate the present industrial conditions in the city of Lawrence. H. Com. on Rules rejected; recommended adoption of new order; amendment carried by 113 yeas, 81 nays.

HOUSE 1715. Resolve to provide for supplying the necessities of life to certain unemployed persons in the city of Lawrence. H. Com. on Rules reported reference to next Legislature.

HOUSE 2010. Further to regulate advertisements and solicitations for employees during strikes or other labor disputes. Based on H. 981 and H. 1192. *See Chapter 545 on p. 190.*

HOUSE 2294. Report of the joint special committee on conciliation in regard to the strike of factory operatives in the city of Lawrence. Report accepted by both branches.

LABOR ORGANIZATIONS.

HOUSE 377. To relieve associations of employers and trade unions from actions of tort. Joint Judiciary Com. reported leave to withdraw. S. amended report by substitution of H. 377; rejected by S. after adverse decision of Justices of Supreme Judicial Court as to its constitutionality (S. 499). *See post, p. 268.*

HOUSE 979. To require trades unions to make annual reports. Labor Com. reported leave to withdraw.

HOUSE 980. To provide for a directory of all trade organizations. Labor Com. reported leave to withdraw.

HOUSE 1640. Relative to the exemption of labor unions and members thereof from damages in certain cases. Joint Judiciary Com. reported leave to withdraw.

LICENSES.

SENATE 326. Resolve to provide for the appointment of a commission to investigate massage and therapeutic treatment. Reported by Public Health Com. on H. 491. Referred to Ways and Means S. Com.; rejected by S.

HOUSE 32. To provide for a board of registration of masseurs and defining its duties and powers. Public Health Com. reported leave to withdraw.

HOUSE 186. Relative to the operation of cinematographs and similar apparatus. Mercantile Affairs Com. reported H. 1738.

HOUSE 322. To regulate the practice of massage, medical gymnastics, and mechanotherapy in this Commonwealth. Public Health Com. reported leave to withdraw.

HOUSE 410. To regulate the occupation of barbering and to create a board of examiners for the licensing of barbers. Public Health Com. reported leave to withdraw on petition; substituted bill for petition. Referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HOUSE 490. Relating to the licensing of cooks and bakers. Public Health Com. reported leave to withdraw.

HOUSE 491. Resolve to provide for the appointment of a commission to investigate the practice of massage, etc. Public Health Com. reported S. 326.

HOUSE 492. Relative to the practice of manicuring and massage and the giving of vapor baths. *See Chapter 155 on p. 171.*

HOUSE 838. Relative to the business of pharmacy. Public Health Com. reported leave to withdraw.

HOUSE 867. Relative to the licensing and operation of motor vehicles used in transporting passengers for hire upon public highways. Roads and Bridges Com. reported reference to next Legislature.

HOUSE 871. To provide for the physical examination of drivers of motor vehicles. Roads and Bridges Com. reported leave to withdraw.

HOUSE 1253. Relating to the registration of plumbers. Public Health Com. reported H. 2098.

HOUSE 1286. To require all applicants for a professional chauffeur's license to have had at least 18 months' shop and road experience. Roads and Bridges Com. reported leave to withdraw.

HOUSE 1738. Relative to the licensing of operators of cinematographs and similar apparatus. Based on H. 186. *See Chapter 182 on p. 171.*

HOUSE 2098. Relative to the registration of plumbers. Based on H. 1253. *See Chapter 518 on p. 186.*

LOANS.

SENATE 244. To establish the salary of the supervisor of loan agencies. Public Service Com. reported leave to withdraw.

HOUSE 445. To place the business of selling personal property on leases and conditional contracts under the supervision of the supervisor of loan agencies. Banks and Banking Com. reported leave to withdraw.

HOUSE 618. Relative to the business of making small loans. Legal Affairs Com. reported H. 1889 on this bill, on H. 1417, and on portion of report of supervisor of loan agencies (P. D. 95).

HOUSE 1417. To amend the law relative to the business of making small loans. Legal Affairs Com. reported H. 1889 on this bill, on H. 618, and on portion of P. D. 95.

HOUSE 1889. Relative to the business of making small loans and to the authority of the supervisor of loan agencies. Based on H. 618, H. 1417, and portion of P. D. 95; amended by substitution of H. 2226.

HOUSE 2131. Further to define the business of making small loans. Substituted by H. for report of Banks and Banking Com. reference to next Legislature. Based on report of supervisor of loan agencies (P. D. 95). Com. on Bills in Third Reading reported ought not to pass (already embodied in H. 2226 which passed *as Chapter 675*); H. refused to pass.

HOUSE 2226. Relative to the business of making small loans and to the authority of the supervisor of loan agencies. Amended draft of H. 1889. *See Chapter 675 on p. 226.*

MECHANICS' LIENS.

SENATE 128. Relative to mechanics' liens for materials. Joint Judiciary Com. reported reference to next Legislature.

SENATE 183. Relative to the priority of certain mortgages over liens. Joint Judiciary Com. reported reference to next Legislature.

SENATE 187. Relative to the priority of certain mortgages over liens. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 464. To permit the entry of personal judgment in certain cases relative to mechanics' liens. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 471. Relative to mechanics' liens. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 760. To amend the law relative to liens on buildings and land. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 1178. Relative to mechanics' liens and mortgages of real estate given to secure the purchase price in whole or in part. Joint Judiciary Com. reported reference to next Legislature.

HOUSE 1382. Relative to mechanics' liens. Joint Judiciary Com. reported reference to next Legislature.

PENSIONS.

Firemen.

HOUSE 708. To provide for the retirement of members of the fire department of the city of Somerville. Cities Com. reported H. 1811.

HOUSE 711. To exempt the city of Fall River from the provisions of acts relative to the payment of pensions. Cities Com. reported leave to withdraw.

HOUSE 1113. To authorize the city of Boston to grant pensions to certain former members of its fire department. Cities Com. reported H. 2219 after H. 1113 had been recommitted.

HOUSE 1811. To provide for the retirement of members of the fire department of the city of Somerville. Reported by cities Com. on H. 708; passed by both branches; vetoed by Governor (H. 2013); passed over veto by H., 186 yeas, 2 nays; by S., 27 yeas, 5 nays. *See Chapter 453 on p. 184.*

House 2013. Veto of Governor on House 1811.

EXECUTIVE DEPARTMENT, BOSTON, March 19, 1912.

To the Honorable Senate and House of Representatives:

Herewith I return without my approval an act relative to the retirement of members of the fire department of the city of Somerville.

This act would authorize the chief of the fire department, with the approval of the mayor and the board of aldermen of Somerville to place upon the pension roll certain members of the local fire department upon stated conditions.

This act, humanitarian as it appears in its local application, is, nevertheless, a typical example of the wrong way to approach a very important subject.

It has been a legislative habit in Massachusetts to grant special powers to individual communities which the State, as a whole, has not adopted. Public attention is not directed, and sufficient legislative investigation is not given to measures which, like the present one, affect only a single locality. Therefore, this policy, if continued, would ultimately result in a State-wide system of pensioning the public employees of towns and cities; and yet, this system, under the present legislative method, would never have been presented to the Legislature, or to the electorate, as a State-wide system.

Each bill of this character becomes an added precedent for others of the same type, and in each instance the majority of the Legislature thus acts upon a measure in which the members have no personal responsibility to their constituents. Under these conditions it is impossible to secure a suitable legislative representation; or to insure to the electorate of each community anything approximating to home rule.

Personally, I advocate a broad and comprehensive system of pensions for public employees, provided the employees themselves are obligated to contribute, in part, to a fund for that purpose. But I cannot approve the present method by which a State-wide system of pensions is growing up piece-meal, without the safeguard of a requirement whereby the employees participate in maintaining the pension fund, and further without having the attention of the entire State directed to this issue as a method affecting the entire Commonwealth.

I therefore urge the Legislature to undertake a detailed study of the general subject of pensions for town and city employees, under which any town or city with the consent of the majority of its electorate may provide pensions in conformity with a general law, and under safeguards prescribed by State authority.

EUGENE N. FOSS.

HOUSE 2219. To authorize the city of Boston to grant pensions to certain former members of its fire department. Based on H. 1113. *See Chapter 574 on p. 204.*

Old Age.

SENATE 233. Resolve to provide for the appointment of a commission to investigate the matter of an old-age pension system. Legal Affairs Com. reported leave to withdraw.

SENATE 274. To provide for old-age pensions. Legal Affairs Com. reported leave to withdraw.

HOUSE 355. To establish a system of old-age pensions. Legal Affairs Com. reported reference to next Legislature.

Police.

SENATE 525. Relative to the compensation of members of the reserve police force of the city of Fall River. Reported by Cities Com. on H. 2192. *See Chapter 693 on p. 228.*

SENATE 530. To authorize the city of Springfield to pension members of the police department who are veterans of the civil war. Cities Com. reported reference to next Legislature.

HOUSE 558. To provide for the pensioning of members of the police department of the city of Fall River who are veterans of the civil war. Cities Com. reported leave to withdraw.

HOUSE 2192. Relative to the compensation of members of the reserve police force of the city of Fall River. Cities Com. reported S. 525.

Teachers.

HOUSE 171. Relative to the payment of pensions to persons who are annuitants of the Boston teachers' retirement fund association. Education Com. reported leave to withdraw.

HOUSE 929. Relative to the retirement on pensions of members of the teaching and supervising staff of the public schools of the city of Boston and of other persons in the employ of the school committee of said city. Education Com. reported leave to withdraw in part, and reported H. 2009 in part.

HOUSE 2009. To extend the time within which certain applications for pensions

by teachers in the public schools of the city of Boston may be made. Based on H. 929; recommitted to Education Com. which reported new draft H. 2132.

HOUSE 2132. To extend the time within which certain applications for pensions may be made by teachers in the public schools of the city of Boston. New draft of H. 2009. *See Chapter 569 on p. 191.*

Veterans in Public Service.

SENATE 21. Relative to the retirement of certain veterans in the service of the city of Lynn. *See Chapter 55 on p. 170.*

SENATE 78. Relative to the retirement of certain veterans in the service of the Boston and Cambridge bridge commission. Cities Com. reported S. 404 on this bill and on S. 333.

SENATE 333. Relative to the retirement of certain veterans in the service of cities and towns. Cities Com. reported S. 404 on this bill and on S. 78.

SENATE 404. Relative to the retirement of certain veterans in the service of cities and towns. Based on S. 78 and S. 333. *See Chapter 447 on p. 183.*

HOUSE 284. Relative to the retirement of certain veterans in the service of the city of Cambridge. Cities Com.; passed by both branches; reconsidered and rejected by S.

HOUSE 1122. Relative to the retirement of certain veterans in the service of the city of Boston. *See Chapter 395 on p. 182.*

HOUSE 1331. Relative to the retirement of certain veterans in the service of the city of Salem. Cities Com. reported leave to withdraw.

Other Public Servants.

SENATE 95. Relative to the retirement fund for laborers employed by the city of Boston. Cities Com. reported leave to withdraw.

SENATE 109. Relative to pensioning officers of the municipal court of the city of Boston. Public Service Com. reported leave to withdraw.

SENATE 133. Relative to the retirement system for the employees of the Commonwealth. Legal Affairs Com. reported S. 360 on this bill and on S. 192 and H. 999.

SENATE 150. Relative to employees of a public institution of a city or town which has been taken over by the Commonwealth. Public Service Com. reported leave to withdraw.

SENATE 192. Relative to the retirement of certain employees of the Commonwealth. Legal Affairs Com. reported S. 360 on this bill and on S. 133 and H. 999.

SENATE 309. Relative to the pensioning of prison officers. Reported by Prisons Com. on H. 193; Ways and Means S. Com. reported new draft S. 362.

SENATE 360. Relative to the retirement system of the employees of the Commonwealth. Based on S. 133, S. 192, and H. 999; Ways and Means S. Com. reported new draft S. 377.

SENATE 362. To authorize the pensioning of certain veterans of the civil war who have retired from the prison service. New draft of S. 309; passed by S.; rejected by H.

SENATE 377. Relative to the retirement system of the employees of the Commonwealth. New draft of S. 360; passed by both branches. *See Chapter 363 on p. 174.*

SENATE 423. Relative to retiring and pensioning officers of the board of prison commissioners. Reported on H. 1063 by Public Service Com.; referred to Ways and Means S. Com.; amended; passed by S.; Ways and Means H. Com. reported ought to pass; rejected by H.

HOUSE 193. Resolve in favor of Charles E. F. Hayward. Prisons Com. reported S. 309 (a general act pensioning prison officers).

HOUSE 359. Relative to retirement funds for laborers employed by cities and towns. Cities Com. reported H. 1869 on this bill, on H. 554, and H. 705.

HOUSE 554. Relative to the retirement of laborers employed by cities and towns. Cities Com. reported H. 1869 on this bill, on H. 359, and H. 705.

HOUSE 631. Relative to the retirement and pensioning of prison officers and instructors. Public Service Com. reported leave to withdraw.

HOUSE 705. Relative to the retirement of employees of the city of Malden. Cities Com. reported H. 1869 on this bill, on H. 359, and H. 554.

HOUSE 777. To provide for part payment of pensions to the wives of pensioners in certain cases. Legal Affairs Com. reported reference to next Legislature.

HOUSE 852. Relative to computation of time of service of certain applicants for pensions from the Commonwealth. Public Service Com. reported leave to withdraw.

HOUSE 856. To provide pensions for the court officers of the Supreme Judicial Court and Superior Court of the Commonwealth. Public Service Com. reported leave to withdraw, then substituted bill for this report. Referred to Com. on Counties which reported ought to pass; Ways and Means H. Com. reported new draft H. 2240.

HOUSE 910. Relative to the retirement fund for laborers employed by the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 916. Relative to a retirement fund for mechanics employed by the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 999. To amend an act to establish a retirement system for the employees of the Commonwealth. Legal Affairs Com. reported S. 360 on this bill and on S. 133 and S. 192.

HOUSE 1063. Relative to retiring and pensioning officers of the board of prison commissioners. Public Service Com. reported S. 423.

HOUSE 1266. To provide for pensioning probation officers. Public Service Com. reported H. 1956.

HOUSE 1410. Relative to the pensions of certain county employees. Legal Affairs Com. reported leave to withdraw.

HOUSE 1412. Authorizing cities and towns to pension certain employees or persons dependent upon them. Legal Affairs Com. reported leave to withdraw.

HOUSE 1574. For the retirement of clerks of the Supreme Judicial Court and of the Superior Court. Public Service Com. reported leave to withdraw.

HOUSE 1869. Relative to pensioning laborers in the employ of cities and towns. Based on H. 359, H. 554, and H. 705. *See Chapter 503 on p. 186.*

HOUSE 1956. To provide for pensioning probation officers. Reported on H. 1266 by Com. on Public Service. Referred to Counties Com. which reported ought to pass; Com. on Bills in Third Reading substituted H. 2138.

HOUSE 2138. To provide for pensioning probation officers. Substituted for H. 1956. *See Chapter 723 on p. 235.*

HOUSE 2240. To provide pensions for the court officers of the Supreme Judicial Court and the Superior Court. New draft of H. 856. *See Chapter 722 on p. 233.*

Other.

HOUSE 182. To provide for the support of neglected and dependent children. Legal Affairs Com. reported H. 478 on this bill, on H. 302, H. 303, H. 478, H. 480, H. 773 and H. 774.

HOUSE 302. Relative to the support of certain indigent persons. Legal Affairs Com. reported H. 478 on this bill and others.

HOUSE 303. To establish a commission for the relief of indigent widows and orphans. Legal Affairs Com. reported H. 478 on this bill and others.

HOUSE 478. Resolve for the appointment of a commission to study the question of the support of widows with dependent minor children and to report as to the advisability of providing for contributions by the Commonwealth to such support. Reported by Legal Affairs Com. on H. 182, H. 302, H. 303, H. 478, H. 480, H. 773, and H. 774. Referred to Ways and Means H. Com. which reported new draft H. 1965. H. 478 substituted and referred to Com. on Bills in Third Reading which substituted H. 2090.

HOUSE 480. Relative to the support of certain children in their homes. Legal Affairs Com. reported H. 478 on this bill and others.

HOUSE 773. Relative to the support of certain dependent children. Legal Affairs Com. reported H. 478 on this bill and others.

HOUSE 774. Relative to the support of dependent children in their homes. Legal Affairs Com. reported H. 478 on this bill and others.

HOUSE 1965. Resolve to provide for the appointment of a commission to study the question of the support of dependent minor children of widowed mothers. New draft of H. 478 reported by Ways and Means H. Com.; H. 478 substituted.

HOUSE 2090. Resolve to provide for the appointment of a commission to study the question of the support of dependent minor children of widowed mothers. Substituted by Com. on Bills in Third Reading for H. 478. *See Chapter 82 (Resolves) on p. 240.*

Wages.

SENATE 22. Resolve to provide for the appointment of a committee to investigate and report as to the wages of persons employed in manufacturing establishments in certain foreign countries and as to other matters relating to such wage-earners and to the cost of manufactured articles in such foreign countries. Labor Com. reported leave to withdraw; referred to Ways and Means S. Com. which reported reference to next Legislature.

SENATE 525. Relative to the compensation of members of the reserve police force of the city of Fall River. Reported by Cities Com. on H. 2192. *See Chapter 693 on p. 228.*

HOUSE 388. Relative to the wages of municipal employees. Labor Com. reported leave to withdraw.

HOUSE 389. Relative to the assignment of future earnings. Legal Affairs Com. reported leave to withdraw.

HOUSE 465. Relative to the attachment of real and personal property. Joint Judiciary Com. reported leave to withdraw.

HOUSE 557. Relative to the salaries of teachers of certain public schools in the city of Somerville. Cities Com. reported leave to withdraw.

HOUSE 782. Relative to the assignment of wages. Legal Affairs Com. reported leave to withdraw.

HOUSE 849. To increase the compensation of the porters at the State House. Public Service Com. reported leave to withdraw.

HOUSE 853. To establish the salaries of engineers and assistant engineers in State institutions. Public Service Com. reported leave to withdraw.

HOUSE 854. To establish the salaries of the inspectors of the boiler inspection department of the district police. Public Service Com. reported leave to withdraw.

HOUSE 1095. Establishing the minimum wage commission and providing for the determination of minimum wages for women and minors. Based on H. 1697 (report of the commission on minimum wage boards). Ways and Means H. Com. reported H. 2052.

HOUSE 1111. Relative to the compensation of certain members of the police department of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 1206. To regulate the assignment of wages. Legal Affairs Com. reported leave to withdraw.

HOUSE 1237. To prohibit discrimination against women employees in State bath houses. Metropolitan Affairs Com. Referred to Ways and Means H. Com. which reported H. 1953.

HOUSE 1526. Resolve to provide for additional copies of the report of the commission appointed to consider the advisability of establishing minimum wage boards. Chapter 24 (Resolves).

HOUSE 1953. To prohibit discrimination against women employees in State bath houses. Based on H. 1237. *See Chapter 683 on p. 228.*

HOUSE 2052. To establish the minimum wage commission and to provide for the determination of minimum wages for women and minors. Based on H. 1095. *See Chapter 706 on p. 229.*

HOUSE 2192. Relative to the compensation of members of the reserve police force of the city of Fall River. Cities Com. reported S. 525.

HOUSE 2263. Relative to the grading of stenographers and clerks in the service of the Commonwealth. Reported by Public Service Com. on H. 53 (report of the civil service commissioners). Referred to Ways and Means H. Com. which reported reference to next Legislature.

WOMAN LABOR.

SENATE 12. Relative to the hours of employment of women and minors. Labor Com. reported H. 535 on this bill and on H. 535.

HOUSE 251. To require the furnishing of seats for women and minors employed in mechanical and manufacturing establishments. Labor Com. reported H. 1639.

HOUSE 386. To prohibit the employment of women in core rooms or other parts of foundries, at forges or in and about quarries. Labor Com. reported H. 2151.

HOUSE 475. Relative to the hours of employment of women and minors. Labor Com. reported leave to withdraw.

HOUSE 535. Relative to the hours of employment of women and minors. Reported on S. 12 and H. 535 by Labor Com. *See Chapter 477 on p. 184.*

HOUSE 588. Relative to the employment of children and women in certain workshops connected with mercantile establishments. *See Chapter 452 on p. 183.*

HOUSE 615. Relative to the hours of labor of women and minors. Reported by Labor Com.; passed by S.; reconsidered; rejected.

HOUSE 730. To provide for the establishment and maintenance of evening classes in the practical arts for women. Education Com. reported H. 1678.

HOUSE 766. Relative to the hours of employment of women and girls in telephone offices. Labor Com. reported leave to withdraw.

HOUSE 1212. To restrict the serving of intoxicating liquors by women. Liquor Laws Com. reported leave to withdraw.

HOUSE 1237. To prohibit discrimination against women employees in State bath houses. Metropolitan Affairs Com. Referred to Ways and Means H. Com. which reported H. 1953.

HOUSE 1639. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Reported by Labor Com. on H. 251; referred to Com. on Bills in Third Reading which substituted H. 1663.

HOUSE 1663. Relative to providing seats for women and minors in manufacturing, mechanical, and mercantile establishments. Substituted for H. 1639. *See Chapter 96 on p. 170.*

HOUSE 1678. To provide for the establishment and maintenance of evening classes in the practical arts for women. Based on H. 730. *See Chapter 106 on p. 171.*

HOUSE 1953. To prohibit discrimination against women employees in State bath houses. Based on H. 1237. *See Chapter 683 on p. 228.*

HOUSE 2151. To provide for regulating the employment of women in core rooms. Reported by Labor Com. on H. 386. See H. 2246. *See Chapter 653 on p. 226.*

HOUSE 2246. Resolve to provide for an investigation by the State board of health of the employment of women in core rooms. Moved to substitute for H. 2151; rejected by H.

MISCELLANEOUS BILLS AFFECTING LABOR.

SENATE 44. Resolutions relative to United States letter carriers and railway mail clerks. Federal Relations Com. reported ought not to be adopted. Referred to Com. on Bills in Third Reading which substituted H. 2038.

SENATE 79. To authorize cities and towns to appropriate money for supplying food or clothing to needy pupils in the public schools. Education Com. reported leave to withdraw; substituted S. 79 for this report; rejected by S.

SENATE 208. Relative to reorganizing the State board of conciliation and arbitration. Public Service Com. reported leave to withdraw.

SENATE 458. To establish a State board of labor and industries. Reported by Labor Com. on H. 385 and H. 1395. Referred to Ways and Means S. Com. which reported new draft S. 526.

SENATE 526. To establish a State board of labor and industries. New draft of S. 458. Referred to Ways and Means H. Com. which reported new draft H. 2338.

HOUSE 21. Relative to certain corrupt conduct on the part of agents and others. Joint Judiciary Com. reported H. 1898.

HOUSE 179. To prohibit discrimination in the sale of commodities. Joint Judiciary Com. reported reference to next Legislature; H. 179 substituted for this report. Referred to Com. on Bills in Third Reading which substituted H. 2247.

HOUSE 385. To establish a department of labor and to define the duties and powers thereof. Labor Com. reported S. 458 on this bill and on H. 1395.

HOUSE 503. Relative to the classification of laborers by the civil service commission. Public Service Com. reported leave to withdraw; H. 2160 substituted.

HOUSE 506. Relative to the transportation by street railway companies of pupils of business schools and business colleges. Street Railways Com. reported leave to withdraw.

HOUSE 562. Relative to a diet table for certain school children in the city of Boston. Education Com. reported leave to withdraw.

HOUSE 649. Relative to the giving of free passes and tickets by street railway companies. Street Railways Com. reported H. 2121 on this bill and on H. 1291.

HOUSE 728. Resolve to provide for an investigation by the State board of education as to the social and physical condition of certain school children. Education Com. reported leave to withdraw.

HOUSE 729. To authorize cities and towns to provide free meals for school children. Education Com. reported leave to withdraw; recommitted, rejected, reconsidered, passed by H.; rejected by S.

HOUSE 1045. Relative to the construction and occupation of tenement houses and other dwellings. Public Health Com. reported H. 2120.

HOUSE 1143. Relative to establishing a standard of education in the public schools. Education Com. reported leave to withdraw.

HOUSE 1144. Relative to the transportation expenses of children attending high schools in towns or cities other than those in which they reside. Education Com. reported H. 1946.

HOUSE 1291. To prohibit discrimination in street railway rates. Street Railways Com. reported H. 2121 on this bill and on H. 649.

HOUSE 1395. To establish a State board of labor, and to define the duties and powers thereof. Labor Com. reported S. 458 on this bill and on H. 385.

HOUSE 1416. Relative to the cleaning of hats on the Lord's Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 1462. Relative to boarding houses and lodging houses used by laborers. Public Health Com. reported leave to withdraw.

HOUSE 1485. To regulate fares on street railways between the hours of five and eight in the forenoon and five and seven o'clock in the evening. Street Railways Com. reported leave to withdraw.

HOUSE 1527. Resolve to provide for an investigation of certain laws in New Zealand and the effects thereof. Labor Com. reported leave to withdraw.

HOUSE 1604. Relative to conserving and developing the natural resources of the New England States. Joint Ways and Means Com. reported reference to next Legislature.

HOUSE 1898. Relative to certain corrupt conduct on the part of agents and others. Based on H. 21. *See Chapter 495 on p. 185.*

HOUSE 1946. Resolve directing the board of education to investigate the transportation of pupils attending high schools in towns or cities other than those in which they reside. Reported by Education Com. on H. 1144. Chapter 39 (Resolves).

HOUSE 2038. Resolutions relative to employees in the postal service of the United States. Substituted for S. 44; rejected by H.

HOUSE 2120. Relative to the construction and occupation of tenement houses and other dwellings. Reported by Public Health Com. on H. 1045; recommitted and new draft H. 2166 reported.

HOUSE 2121. Relative to the giving of free passes and tickets by street railway companies. Reported by Street Railways Com. on H. 649 and H. 1291. Referred to Com. on Bills in Third Reading which substituted H. 2148.

HOUSE 2148. Relative to the giving of free passes and tickets by street railway companies within the Commonwealth. Substituted by Com. on Bills in Third Reading for H. 2121. Passed by H.; rejected by S.

HOUSE 2160. Relative to the classification of laborers by the civil service commission. Substituted for H. 503; rejected by H., 96 yeas, 98 nays.

HOUSE 2166. Relative to tenement houses in towns. New draft of H. 2120. *See Chapter 635 on p. 205.*

HOUSE 2247. To prohibit discrimination in the sale of commodities. Substituted for H. 179. *See Chapter 651 on p. 224.*

HOUSE 2338. To establish a State board of labor and industries. New draft of S. 526 reported by Ways and Means H. Com. *See Chapter 726 on p. 235.*

HOUSE 2369. To establish a State board of labor and industries. Reprint of H. 2338.

5. OPINIONS OF THE JUSTICES OF THE SUPREME JUDICIAL COURT ON PENDING LEGISLATION.

1. THE MARKING OF PRISON-MADE GOODS.

On April 16, 1912, the following order was offered in the House:

Ordered, That the opinion of the Justices of the Supreme Judicial Court be required upon the following important question of law: Would the provisions of House Bill No. 833, entitled "An Act relative to the marking of goods made in penal institutions," be constitutional and legal if enacted into law?

Ordered, That copies of the said bill be sent to the Justices of the Supreme Judicial Court.

The following is a copy of the bill (House 833) sent to the Justices of the Supreme Judicial Court:

HOUSE DOCUMENT, No. 833.

AN ACT RELATIVE TO THE MARKING OF GOODS MADE IN PENAL INSTITUTIONS.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. All goods, wares and merchandise made by convict labor in any prison, reformatory or jail in this or any other state in which convict labor is employed and imported, brought or introduced in the state of Massachusetts shall, before being exposed for sale, be branded, labelled or marked as hereinafter provided, and shall not be exposed for sale in any place within this state without such brand, label or mark.

SECTION 2. The brand, label or mark hereby required shall contain the words "convict made" followed by the year and the name of the prison, reformatory or jail in which it was made, in plain English lettering of the style known as primer Roman capitals. The brand, label or mark shall in all cases where the nature of the article will permit, be placed upon the same, and only where such branding or marking is impossible shall a label be used, and where a label is used it shall be in the form of a paper tag, which shall be attached by wire to each article where the nature of the article will permit, and placed securely upon the box, crate or other covering in which said goods, wares or merchandise may be packed, shipped or exposed for sale. Such brand, mark or label shall be placed upon the outside of and upon the most conspicuous part of the finished article, crate or covering.

SECTION 3. It shall not be lawful for any person or persons dealing in this state in any such convict-made goods, wares or merchandise, knowingly to have the same in his or her or their possession for purpose of sale or to offer the same for sale without the brand, label or mark required by this act, or to remove, conceal or deface such brand, mark or label.

SECTION 4. Any person violating the provisions of this act shall be guilty of a misdemeanor and upon conviction thereof shall be sentenced to pay a fine not exceeding one thousand dollars nor less than fifty dollars, or be imprisoned for a term not exceeding twelve months or by both fine and imprisonment.

SECTION 5. This act shall not apply to goods, wares and merchandise used by the commonwealth, or by any county or municipality therein, or by any public institution.

SECTION 6. This act shall take effect on the first day of January, nineteen hundred and thirteen.

The opinion of the Justices of the Supreme Judicial Court (House 2248) was as follows:

To the Honorable the House of Representatives of the Commonwealth of Massachusetts:

We, the Justices of the Supreme Judicial Court, respectfully answer as follows the question propounded by the order of April 17, 1912, a copy of which is hereto annexed.

The bill, entitled "An Act relative to the Marking of Goods made in Penal Institutions," requires in express and unqualified terms that all goods, wares and merchandise made by convict labor in a penal institution in this or any other State, before being offered for sale in this Commonwealth, shall be branded, labelled or marked in such a way as to indicate conspicuously the source of their manufacture. Compliance with its terms is enforced by heavy penalties. The bill applies in unmistakable language to interstate commerce. It describes specifically the manufactures made in "any other State . . . imported, brought or introduced in the State of Massachusetts." The purpose of the bill is directly to affect interstate commerce. Its aim in this respect is emphasized by certain provisions of Section 2, which obviously apply to shipments in the original package. Its terms, if complied with, would compel the branding, labelling or marking of every convict-made article brought into the Commonwealth for sale in ordinary trade.

The general principle is that under the Constitution of the United States no State can pass any law which impairs or restricts in any degree the freedom of interstate commerce. Many illustrations of its scope may be found in instances of efforts to require inspection, license to sell, registration to transport or identification by color. It has been applied to a great variety of articles, some of which, such as intoxicating liquors, had been declared by the policy of the particular State as harmful to the public safety, health and order. It has been repeatedly declared that the domain of interstate commerce is within the exclusive control of Congress and that no State under the guise of regulation, restriction or otherwise, can impose any direct burden upon it. This principle is subject to the limitation that laws passed by the several States in the exercise of the police power, general in their design and valid in their nature, will not be void because incidentally, and not primarily, they may affect interstate commerce. The bounds of the police power have not been defined. The most that courts have undertaken to do is to

lay down certain broad propositions and leave each case to be decided as it arises. In a wide sense, and without undertaking to mark its limits, it may be said that the police power authorizes the enactment of statutes to promote the public health, safety and morals, and the necessary welfare of society. The present bill, in our opinion, goes beyond a lawful exercise of the police power in its direct effects upon interstate commerce. Protection of domestic laborers, manufacturers or merchants against the lawful competition from other States by means of discriminating regulations upon goods manufactured in other States, is an immediate interference with interstate commerce. The circumstance that goods made by convicts in this Commonwealth are included does not save the bill from primarily affecting commerce between the States. One who purchases prison-made goods in other States has a right as complete and extensive to sell them upon their own merits as he has to sell private-made goods of like nature.

Goods made by convicts are lawful subjects of commerce. This is recognized by the bill itself, which allows a free sale when marked. It is a restriction upon the freedom of trade in articles of legitimate business transactions to permit goods made in factories in other States to be sold freely in the market and to require goods like in every particular in all physical and commercial qualities, after being lawfully purchased in some other State, to be branded as "convict-made" before being offered for sale here. Plainly, the purport of the bill is to affect the availability and attractiveness in the market of the branded or labelled goods. There is nothing wrong in the nature of things in prison-made goods. The employment of those convicted of crime in healthful labor is recognized as a necessity of confinement, whether its end be punitive or reformatory. The learning of useful trades has been established by statute as a part of the policy of this Commonwealth in the discipline and improvement of those paying the penalty prescribed for the commission of crime. It is a part of intelligent humanitarianism in the treatment of those under sentence. Such goods are not unsanitary or so inferior in quality that their sale would constitute a fraud on the public. This is manifest from the bill, which in Section 5 excepts from its terms goods, wares and merchandise used by the Commonwealth, or by any county or municipality therein, or by any public institution. It cannot be presumed that the general public needs a protection in these respects which is denied to instrumentalities of government and to benevolent, educational, and other charitable and public institutions. Differences in grade of workmanship, if there are any, would be as apparent without branding as in like products made in private shops. The bill is wholly different from the provisions of St. 1909, c. 514, §§ 106-111, which clearly are in the interest of the public health and do not relate to interstate commerce.

The result is that we feel constrained to advise that House Bill 833, if enacted, would be unconstitutional. This is the inevitable conclusion from doctrines announced and applied in judgments of the Supreme Court of the United States, by which we are bound. *Hall v. DeCuir*, 95 U. S. 485. *Robbins v. Shelby County Taxing District*, 120 U. S. 489. *Bowman v. Chicago & Northwestern Railway*, 125 U. S. 465. *Leisy v. Hardin*, 135 U. S. 100. *Collins v. New Hampshire*, 171 U. S. 30. *Rearick v. Pennsylvania*, 203 U. S. 507. *International Text Book Co. v. Pigg*, 217 U. S. 91. *Dozier v. Alabama*, 218 U. S. 124. *Louisville & Nashville Railroad v. F. W. Cook Brewing Co.*, 223 U. S. 70. *Plumley's case*, 156 Mass. 236; *S. C.* 155

U. S. 461. It is the precise point decided in *People v. Hawkins*, 157 N. Y. 1; *People v. Raynes*, 136 App. Div. (N. Y.) 417, affirmed in 198 N. Y. 539, 622. See also *Arnold v. Yanders*, 56 Ohio St. 417.

ARTHUR P. RUGG.
JAMES M. MORTON.
JOHN W. HAMMOND.
WILLIAM CALEB LORING.
HENRY K. BRALEY.
HENRY N. SHELDON.
CHARLES A. DE COURCY.

2. RELATIVE TO RELIEVING ASSOCIATIONS OF EMPLOYERS AND TRADE UNIONS FROM ACTIONS OF TORT.

On April 22, 1912, the following order was offered in the Senate:

Ordered, That the opinion of the Justices of the Supreme Judicial Court be required by the Senate upon the following question of law: —

Is an act of the Legislature constitutional which provides that an action shall not be entertained by any court against a trade union, or an association of employers, or against any members or officials thereof, in respect to a tortious act alleged to have been committed by or on behalf of a trade union or an association of employers?

And be it further ordered, That the Justices of the Supreme Judicial Court be informed that the foregoing question is propounded with a view to legislation upon the subject therein mentioned, and that, for their more particular information, a copy of House Document No. 377, being a bill accompanying a petition now pending in the Legislature and relating to the subject-matter concerning which the foregoing question is propounded, be transmitted to the justices.

The following is a copy of the bill (House 377) sent to the Justices of the Supreme Judicial Court:

HOUSE DOCUMENT, No. 377.

AN ACT TO RELIEVE ASSOCIATIONS OF EMPLOYERS AND TRADE UNIONS FROM ACTIONS OF TORT.

An action against a trade union or an association of employers or against any members or officials thereof on behalf of themselves and of other members of a trade union or association of employers in respect to a tortious act alleged to have been committed by or on behalf of a trade union or association of employers shall not be entertained by any court.

The opinion of the Justices of the Supreme Judicial Court (Senate 499) was as follows:

To the Honorable Senate of the Commonwealth of Massachusetts:

We, the Justices of the Supreme Judicial Court, have considered the question upon which our opinion is required by the order of April 22, 1912, a copy of which is hereto annexed, and respectfully submit this opinion:

The Constitution of the United States in art. 14 of the Amendments expressly provides that: No State shall “deprive any person of life, liberty, or property, without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws.” Absolute equality before the law is a fundamental principle of our own Constitution. Frequent expressions to this effect are found in various articles. For example, it is said that “All men are born free and equal”; that “Each individual of the society has a right to be protected by it in the enjoyment of his life, liberty, and property, according to standing laws”; that “Every subject of the Commonwealth ought to find a certain remedy, by having recourse to the laws, for all injuries or wrongs which he may receive in his person, property or character”; and that the several departments of government are separated “to the end it may be a government of laws and not of men.” Declaration of Rights, art. 1, 10, 11 and 30.

The proposed bill to exempt associations of employers and trade unions and their members and officials from actions of tort committed by or on behalf of such association or union is plainly contrary to these constitutional guaranties. It gives to certain favored ones, selected arbitrarily, immunity from that equal liability for civil wrongs which is a sign of equality between citizens and residents. It undertakes to clothe combinations of employers and laborers with special power denied to other employers and laborers and other members of society. In another aspect, it deprives all individuals and associations, other than those named, of the protection to safety, liberty and property which any free government must secure to its subjects. It takes from them the unhampered right to assert in the courts claims against all who tortiously assail their person and property and to recover judgment for the injuries done. It would prevent all persons from having recourse to law for vindication of rights or reparation for wrongs against the privileged few therein designated. It imposes upon some burdens of which others in like situation are relieved. It throws obstacles in the pathway of those outside unions or associations in the pursuit of their livelihood and in the prosecution of their business not interposed in the way of members of such organizations. It purposes to give to one class of wage-earners advantages withheld from others not belonging to a trade union who are engaged in the same kind of work and for the same employer. It frees one set of employers from obligations to which their competitors, who are independent of the association, are subjected. In short, it destroys equality and creates special privilege.

Manifestly, it needs no discussion and no further statement to demonstrate that legislation like that embodied in the bill would violate in many respects underlying principles and fundamental provisions of the Constitution of this Commonwealth and of the United States.

ARTHUR P. RUGG.
JAMES M. MORTON.
JOHN W. HAMMOND.
WILLIAM CALEB LORING.
HENRY K. BRALEY.
HENRY N. SHELDON.
CHARLES A. DE COURCY.

3. TO EXTEND AND DEFINE THE DUTIES OF THE HOMESTEAD COMMISSION.

On May 6, 1912, the following order was offered in the House:

Ordered, That the opinion of the Justices of the Supreme Judicial Court be required on the following important questions of law:—

First. Are the provisions of the Bill to extend and define the duties of the Homestead Commission, now pending in the House of Representatives, copies of which are submitted herewith, constitutional, and particularly are the provisions of section one of said bill constitutional?

Second. Would the provisions of said bill, and particularly the provisions of section one of said bill, be constitutional if the following amendment of section one, now pending in the House of Representatives, were adopted: Strike out, in lines five and six, the words “providing homes for mechanics, laborers or other wage-earners,” and insert in place thereof the words “for the purpose of improving the public health by providing homes in the more thinly populated areas of the State for those who might otherwise live in the most congested areas of the State”?

The following is a copy of the bill (House 442) sent to the Justices of the Supreme Judicial Court:

HOUSE DOCUMENT, No. 442.

AN ACT TO EXTEND AND DEFINE THE DUTIES OF THE HOMESTEAD COMMISSION.

SECTION 1. The commission established by chapter six hundred and seven of the acts of nineteen hundred and eleven shall be authorized to purchase in the name of the Massachusetts homestead commission a tract or tracts of land for the purpose of providing homes for mechanics, laborers, or other wage-earners, and shall have authority to sub-divide, improve, build upon, lease, rent, sell, re-purchase, manage, and care for said tract or tracts and the buildings constructed thereon, in accordance with such terms and conditions as may be determined upon by the commission, due consideration being given to the proper laying out of streets, parks, garden areas, and buildings for recreation or other public purposes; and the commission shall make such regulations, restrictions, and reservations in contracts, leases, deeds, and otherwise as may be necessary for the protection of said tract or tracts from any objectionable use. Each person holding property under the jurisdiction of the commission shall be the owner of at least five shares of stock as hereinafter provided for, before being permitted to occupy or acquire title to any of said real estate: *provided, however*, that the commission in exceptional cases may temporarily waive the aforesaid requirement as to ownership of stock prior to occupancy.

SECTION 2. The commission shall have authority to issue from time to time as may be required to carry out the purpose for which it is established, certificates representing shares of stock having a par value of ten dollars each, but the total amount of such shares outstanding at any one time shall not be in excess of the total amount loaned to the commission by the treasurer and receiver general of the

commonwealth as provided for in section three of this act; and the commission may declare dividends on said stock from time to time based upon any net earnings over and above an amount sufficient to establish a contingent fund for the improvement of said property; and after the payment of interest, repairs and any assessments for water, sewer, sidewalk, street lighting, or other public purposes.

SECTION 3. The treasurer and receiver general is authorized to loan the commission from time to time such sums as it may certify to him in writing to be necessary to carry out the purposes of this act, except for the expenses incurred under section five, from the funds deposited by the savings banks in the treasury of the commonwealth under the provisions of section fifty-six of chapter five hundred and ninety of the acts of the year nineteen hundred and eight, and subject to the restrictions of said act; and the commission shall give notes or other evidences of indebtedness to the treasurer and receiver general for the amounts so loaned by him, said notes to bear interest at the rate of three per cent per annum, payable annually, and to mature not later than thirty years from the date of issue, the principal to be payable in annual instalments but in no case earlier than January one, nineteen hundred and eighteen; and said notes shall be a first lien upon all real estate standing in the name of the commission except such as may be released from time to time to any individual purchaser thereof, in which case an equivalent amount shall be paid into the treasury of the commonwealth. The amount of any note when paid may be re-loaned to the commission: *provided, however*, that the amount of all notes outstanding and unpaid at any one time shall not exceed three hundred thousand dollars.

SECTION 4. As soon as the number of occupants of any given tract of land under the jurisdiction of the commission who are holders of certificates, as provided for by section two, shall, in the judgment of the commission, be sufficient for the purpose, the commission shall call a meeting of said occupants for the formation of an association to promote their common interests. Subject to the approval of the commission, said association may adopt by-laws and make regulations in regard to the care and protection of the property; but nothing in this act shall be construed as permitting any by-laws or regulations contrary to the general laws of the commonwealth. Each member of such association shall be entitled to but one vote.

SECTION 5. The commission is authorized to make investigations and studies of plans already in operation or contemplated elsewhere for housing wage-earners, and to publish information intended to promote its work. The commission shall make an annual report to the legislature not later than the first Wednesday in January, covering its operations during the fiscal year ending on the preceding thirtieth of November. The members of the commission shall not be individually responsible for any debts incurred under the provisions of this act in the name of the commission, nor shall any member profit by the transactions of the commission; and they shall be paid such compensation as may be allowed by the governor and council, the same to be in addition to any amounts that may be paid them for services rendered in other departments. The commission is authorized to expend for clerical and other assistants and for contingent purposes such amounts as the legislature may annually appropriate to meet the expenditures authorized by this section.

SECTION 6. This act shall take effect upon its passage.

The opinion of the Justices of the Supreme Judicial Court (House 2339) was as follows:

To the Honorable the House of Representatives of the Commonwealth of Massachusetts:

The undersigned Justices of the Supreme Judicial Court have considered the questions submitted to them, a copy of which is hereto annexed, and answer as follows:

The questions relate to the constitutionality of a bill entitled "An Act to extend and define the Duties of the Homestead Commission." The general scheme embodied in the proposed bill is that the Commonwealth shall purchase land, and develop, build upon, rent, manage, sell and re-purchase the same. The Homestead Commission is clothed with the fullest power to go into the business of buying, renting and selling real estate. As expressed in the bill, its purpose is to provide homes "for mechanics, laborers, or other wage-earners," or as suggested by the amendment set forth in the second question, to improve "the public health by providing homes in the more thinly populated areas of the State for those who might otherwise live in the most congested areas of the State." In a constitutional sense the difference between these two statements of purpose is not material in view of the actual provisions of the bill. The substance of it is that the Commonwealth is to go into the business of furnishing homes for people who have money enough to pay rent and ultimately to become purchasers. It is not a plan for pauper relief. The question is whether this is a public use.

To this fundamental test must be brought all governmental activity in every system based upon reason rather than force. The dominating design of a statute requiring the use of public funds must be the promotion of public interests and not the furtherance of the advantage of individuals. However beneficial in a general or popular sense it may be that private interests should prosper and thus incidentally serve the public, the expenditure of public money to this end is not justified. Government aid to manufacturing enterprises, the development of water powers and other natural resources by private persons or corporations with public funds, either through loans or by the more indirect method of exemption from taxation or taking of stock, have been universally condemned by courts throughout the country, although often attempted by legislation. The leading case is *Lowell v. Boston*, 111 Mass. 454, where a statute was considered authorizing the city of Boston to issue bonds for the raising of money to be lent to owners of real estate whose buildings had been destroyed in the devastation wrought by the Boston fire of 1872. This statement of the law by Mr. Justice Wells, at p. 461, hardly can be surpassed for accuracy and clearness: "The promotion of the interests of individuals, either in respect of property or business, although it may result incidentally in the advancement of the public welfare, is, in its essential character, a private and not a public object. However certain and great the resulting good to the general public, it does not, by reason of its comparative importance, cease to be incidental. The incidental advantage to the public or to the State, which results from the promotion of private interests, and the prosperity of private enterprises or business, does not justify their aid by the use of public money raised by taxation, or for which taxation may become necessary. It is the essential character

of the direct object of the expenditure which must determine its validity, as justifying a tax, and not the magnitude of the interests to be affected, nor the degree to which the general advantage of the community, and thus the public welfare, may be ultimately benefited by their promotion." This principle has been applied to a great variety of cases. It was amplified with a full citation of authorities in *Opinion of the Justices*, 204 Mass. 607.

The question, in its last analysis, is one of taxation. Can the Commonwealth raise money by taxation for the purposes set forth in the act?

Taxation is the ultimate question notwithstanding the provisions of Section 3, which authorize the treasurer and receiver-general to lend to the commission, from funds deposited in the treasury of the Commonwealth by the savings banks under St. 1908, c. 590, § 56. This statute requires payment to the treasurer of the Commonwealth of all deposits in savings banks whose owners are unknown, which have remained untouched for thirty years. The constitutionality of this statute was upheld in *Attorney-General v. Provident Institution for Savings*, 201 Mass. 23; S. C. 221. U. S. 660, on the express ground that the money is to be held and used by the Commonwealth "in recognition of the rights of the owner, and of the necessity of repaying it to him, with interest, when he establishes his lawful right thereto. The Commonwealth, under the statute, becomes a kind of trustee for the owner." These funds belong to a large number of persons. It may be that some never will be reclaimed, while undoubtedly some of them will be demanded. This bill does not contemplate a mere investment of funds in such form that they may be available for payment to the real owner when he appears. On the contrary its manifest purpose is a permanent investment not subject to repayment in any form for at least six years, and thereafter only by instalments. It does not appear how large the savings bank deposit is, nor is that material. The Commonwealth holds the entire fund as trustee and must be ready to pay it to the owners on demand. So far as the Commonwealth by a permanent investment renders itself unable to make such repayment on demand, it must be ready to repay out of other funds. But these can be raised only by taxation. In any event, therefore, the question is one of taxation. It is too obvious for discussion that the proposed loan is not an investment on any theory of trusteeship, which courts are bound to administer. *Dickinson, appellant*, 152 Mass. 184. *Brigham v. Morgan*, 185 Mass. 27. While these rules may not bind the Legislature in dealing with trust funds held by the State, a wide divergence from them stamps the act as an appropriation and not as an investment. Nor can it be said that this is an investment on the ground that such funds may not be claimed. This would be contrary to the principle on which the constitutionality of the statute was upheld and under which the Commonwealth obtained possession of the money. It would be treating the money in substance as escheated. Even if it were escheated it then would be money in the treasury freed from any trust. Such money, however, is public money and can be appropriated only to public uses. It can no more be diverted for private benefit than can money raised by taxation. *Simmons v. Hanover*, 23 Pick. 188. *Allen v. Marion*, 11 Allen, 108.

Taxation is somewhat historical in its nature and can be most intelligently approached by comparison of those subjects which have been held to be a public use and those which have been held not to be a public use. It is not now open to

question that the establishment and maintenance of water and sewerage systems and electric light and gas plants are public uses. They relate to commodities which are or have become universally necessary, and they cannot be procured by each individual or family acting separately, but require co-operation. As a practical matter provision for these necessities is monopolistic in character, and having due regard to the reasonable convenience of the public, there can be no competition respecting them. The permanently exclusive use of portions of the public ways is essential to the effective furnishing of these necessities. Highways are public in their nature, and their construction and repair are legitimate public expenses. Hence they cannot be appropriated to any use which is private. These necessities cannot be provided without the exercise of powers conferred only by the Legislature, and commonly require the exercise of eminent domain. Although water and artificial light are in a certain sense beneficial to individuals, their public functions are so overshadowing as to stamp them as proper subjects for state or municipal ownership. *Opinion of the Justices*, 150 Mass. 592.

On the other hand it was said in *Opinions of the Justices*, in 1893, 155 Mass. 598, and again in 1903, 182 Mass. 605, that it was beyond the power of the Legislature to authorize cities and towns to engage in the business of furnishing coal or fuel to the public. The economic aspects of conducting business of this character through public instrumentalities are not for our consideration. Such a system is not possible under our Constitution. The grounds upon which these opinions were founded are that such enterprises are conducted by individuals. They are universally recognized as legitimate and proper fields for private and personal adventure. No legislative authority is required to engage in them, and no powers derived from that source are needed for their prosecution. It is a natural right subject only to regulation by the police power. A person lawfully engaged in such business cannot be driven out by taxation to support his rival even though that rival be an arm of government.

The questions of the present order are closely analogous to those raised by the order of the Honorable House considered in *Opinion of the Justices*, 204 Mass. 607. It was said there in substance that it was not within the power of the Legislature to authorize the taking of land outside the limits of streets for the purpose of being leased or sold under such restrictions as would insure proper development of industrial and commercial facilities. Such purpose was said to be primarily for the aggrandizement of individuals and only incidentally for the promotion of the public weal. We are unable to distinguish the purchase, development, rental and sale of land in the manner provided by the present bill from the principles announced in these decisions and opinions and many others collected and somewhat reviewed in 204 Mass. 607.

Buying and selling land always has been freely exercised by all individuals who desired, under the Constitution. Proprietorship of his own home has been one of the chief elements of strength in the citizen, and widely diffused land ownership has conferred stability upon the State. It is matter of common knowledge that thousands of inhabitants of the Commonwealth who are "mechanics, laborers or other wage-earners" have become, through industry, temperance and frugality, owners of the homes in which they dwell. These proprietors, however humble may be their houses, cannot be taxed for the purpose of enabling the State to aid

others in acquiring a home whose temperament, environment or habits have heretofore prevented them from attaining a like position. Although eminent domain differs from taxation in the occasion and manner of its exercise, it rests for its justification upon the same basic principle of public necessity. If this be held to be a public purpose, it would be lawful to authorize the commission to exercise the power of eminent domain. This would mean that the home of one wage-earner might be taken by the power of the Commonwealth for the purpose of handing it over to another wage-earner. Neither the power of taxation nor of eminent domain goes to this extent. If the purpose is a public one, the property of every inhabitant, however improved or used, must yield to the superior right. But if the end to be gained is not public, no one can be compelled to contribute under either form of governmental power.

Ownership of a bit of land is one of the deep seated desires of mankind. The property resting on such proprietorship is among the dearest rights in the minds of many people secured by the Constitution. If the power exists in the Legislature to take a tract of land away from one owner for the purpose of enabling another to get the same tract, the whole subject of such ownership becomes a matter of legislative determination and not of constitutional right.

Experiments in other lands, where the people have established either no bounds or fragile ones to the absolutism of governmental powers by a written constitution, afford no guide in the determination of what our Constitution permits.

It may be urged that the measure is aimed at mitigating the evils of overcrowded tenements and unhealthy slums. These evils are a proper subject for the exercise of the police power. Through the enactment of building ordinances, regulations and inspection as to housing and provision for light and air lies a broad field for the suppression of mischiefs of this kind.

For these reasons the Justices of the Supreme Judicial Court (with the exception of Mr. Justice Loring, whom there has been no opportunity to consult) respectfully answer both questions in the negative.

ARTHUR P. RUGG.
JAMES M. MORTON.
JOHN W. HAMMOND.
HENRY K. BRALEY.
HENRY N. SHELDON.
CHARLES A. DE COURCY.

6. RECOMMENDATIONS OF THE BOARD OF RAILROAD COMMISSIONERS WITH RESPECT TO THE MANNING OF FREIGHT TRAINS.

Public hearings were held on the order of the Senate of May 13, 1912 (see *ante*, page 85, House Bill, No. 638), and after investigation and further consideration, the Board recommended to the managements of railroads operating in this Commonwealth:

(1) That all freight trains operated on main line tracks, and all freight trains operated on branch tracks for a distance of five miles or more, shall be provided with at least two brakemen.

(2) That all freight trains propelled by two locomotives for a distance of 10 or more miles, shall be provided with at least 3 brakemen.

(3) That all freight trains while using the opposite main track for the purpose of allowing trains to pass, or for the purpose of setting out and taking in cars, where a brakeman is required to protect the opposite track, shall be provided with at least three brakemen.

(4) That all light engines operated for a distance of 10 or more miles shall be provided with a brakeman.

It is not the intention of the Board that the foregoing recommendations shall be construed to apply to cases of emergency as may from time to time arise in the operation of the railroad.

September 3, 1912, is hereby fixed as the time when the foregoing recommendations shall become effective, and the Board reserves the right to revise the same should occasion require.

For the Board,

(Signed)

ALLAN BROOKS,

Assistant Clerk.

CUMULATIVE INDEX OF THE LABOR LAWS
OF MASSACHUSETTS.

This index covers Labor Bulletin No. 67, which is a compilation of the labor laws of the Commonwealth of Massachusetts in force at the close of the year 1909; it also covers labor laws subsequently enacted and published in Labor Bulletins Nos. 73, 84, 92, and 95. The legislation enacted in 1910 and published in Labor Bulletin No. 73 was reprinted in Labor Bulletin No. 84; the legislation enacted in 1912 and published in Labor Bulletin No. 92 is reprinted in Labor Bulletin No. 95.

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PART III.

FIFTH ANNUAL REPORT

ON

LABOR ORGANIZATIONS, 1912.

FIFTH ANNUAL REPORT

ON

LABOR ORGANIZATIONS, 1912.

INTRODUCTION.

The attention of the people of Massachusetts was directed toward the labor movement during the year 1912 to an extent unprecedented in recent years. The unusual interest manifested was aroused chiefly by the turbulent industrial conflict which was waged for nine weeks at Lawrence, the great center of the country's worsted industry; by a number of smaller strikes conducted by the Industrial Workers of the World in other parts of the State; by the successful efforts of the employees of the Boston Elevated Railway Company to organize, notwithstanding the strong opposition of the company to any attempt on the part of their employees to organize; and by the organization, without open conflict, of the female telephone operators in Boston as a branch of one of the unions of electrical workers.

The great strike in Lawrence brought into national prominence the Industrial Workers of the World and demonstrated the effectiveness of "direct action" under the leadership of those, who, inspired by revolutionary ideals, assume direction of large bodies of poorly organized and unskilled alien workers. One of the contributing causes of the degree to which this labor controversy was carried was without doubt the weakness of organized textile labor at Lawrence when the strike broke out, a weakness which was due to several causes. The settlement in Lawrence of some 15,000 immigrants during the period 1905 to 1910 added to the population of that city an unassimilated and un-American element so large and so varied in its racial composition as to make it well-nigh impossible to disseminate among these people the advantages of organization. Furthermore, the failure of the United Textile Workers to organize and develop strong textile unions in Lawrence, notwithstanding their efforts in that direction, coupled with the indifference of the manufacturers and the opposition of their overseers and foremen to the organization of regular trade unions, left an open field for an uprising of this

army of workers who were unfamiliar with less radical measures of securing an adjustment of their grievances than through public disturbance such as was witnessed during the early months of the year.

During the strike, when conditions were favoring the Industrial Workers of the World, whose leaders were in command of the strikers, the United Textile Workers had considerable difficulty in making any progress towards organization, especially among the alien workers, although in the end they succeeded in establishing on a solid basis seven affiliated unions and a textile council.

Following the termination of the strike at Lawrence there occurred strikes of cotton-mill operatives in Lowell, of cotton-mill weavers in New Bedford, and of textile workers in other parts of the State, all of which were accompanied by increases in the membership of the Industrial Workers of the World. The older and more conservative organizations were stimulated to exert greater efforts to increase their membership. These organizing campaigns led to the formation of a large number of new organizations, some of them in occupations which heretofore had been poorly organized or in some cases wholly unorganized.

The increase in the number of unions and in the membership of labor organizations in the Commonwealth during the year 1912 is probably without parallel in Massachusetts in recent years, and certainly without parallel since 1908 when this Bureau first began the collection of statistics of labor organizations. This considerable growth is illustrated by the fact that there was a net increase of 79 local unions (6.2 per cent) and a net increase of 45,730 members (23.9 per cent). In no previous year on record did the gain in number of unions exceed 32 (in 1911) or in membership, 19,273 (in 1910).

About one-third of the net gain of 45,730 members of labor organizations in 1912 was contributed by members of local unions affiliated with the Industrial Workers of the World, the number of members in Massachusetts affiliated with this organization having increased from 1,292 in 1911 to 16,546 in 1912. A large part of this increase consisted of textile operatives in Lawrence, Lowell, New Bedford, Fall River, Haverhill, Boston, Holyoke, and Webster.

The other sources of increases in the number of organized employees in Massachusetts during the year may be mentioned in the order of their relative importance. In June, 1912, a strike took place among the employees of the Boston Elevated Railway Company, which company controls practically the entire transit service of Boston. The principal question at issue between the employees and the company was whether the

employees were at liberty to organize themselves, by their own methods, into unions without thereby jeopardizing their positions. The settlement, made in July, while it did not specifically imply a recognition of the union on the part of the company, did, however, affirm the right of the employees to organize as they saw fit. As a result of the formation of this union of street and electric railway employees in the Boston district and the increase in the growth of similar organizations elsewhere in the State, probably stimulated by renewed organizing effort, there was a gain of over 8,000 in the number of organized street and electric railway employees in the Commonwealth during the year.

A net gain of over 4,000 in the membership of the boot and shoe workers in Massachusetts during the year was, judging by the gain in previous years, hardly more than normal. It was not confined to any one of the several national boot and shoe workers' organizations, nor was it attendant upon any special organizing efforts or important strike.

A net gain of about 2,000 members of organized carpenters in the State may also be considered a normal one. In the following cases, however, the net gain in membership was due to special organizing efforts: Telephone operators¹ and garment workers about 2,000 members each; boilermakers, over 1,400 members; machinists and paper makers, over 1,000 members each.

An important strike, that of longshoremen in Boston, in January, 1912, proved unsuccessful and was attended by a decrease rather than by an increase in the number of organized longshoremen.

The constant demand for comprehensive statistics on the labor movement, we believe, has justified the Bureau in a continuation of the collection and publication of data on this subject, a work which was first undertaken on a systematic basis in 1908. In its endeavor to obtain reliable and official information the Bureau has had occasion to communicate regularly with the officers of each labor organization in Massachusetts, and it is gratifying to be able to state that with but very few exceptions assistance has been most cheerfully and intelligently granted. In some instances it has been difficult to secure the desired information. This was due to many of the local unions not regularly maintaining business offices, to the constant changing of officers and of addresses, the organizing and disbanding of unions, the failure to appreciate the importance of prompt replies to inquiries by mail, to the misunderstanding as to the purpose and value of the Bureau's investigations, and to the natural

¹ Prior to 1912 there was no organization of telephone operators in Massachusetts.

disinclination to furnish information which may be of a confidential nature. It has consequently been necessary for the Bureau to obtain some of the desired information through its special agents, but the amount of field work of this character, however, has not increased in proportion to the fund of information which we are now able to present as a result of the increased assistance rendered by the labor organizations.

In this report special attention has been given to a tabulation of union time-rates of wages and hours of labor in effect on October 1, 1912, as reported by the local unions in this State, also to a compilation of the unemployment statistics covering the five-year period 1908-1912. Material was also collected, but not published at this time, relative to trade agreements negotiated during the year, the incorporation of trade unions, the use of the union label, salaries paid to officials of local organizations, and local pension systems.

Following are some of the principal facts shown in this report:

Total number of local trade unions,	1,361
Aggregate membership,	236,768
Men,	211,019
Women,	25,749
Percentage of aggregate membership who were males,	89.1
Percentage of aggregate membership who were females,	10.9
Net increase in membership in 1912 over 1911,	45,730
Percentage <i>increase</i> in number of members (both sexes),	23.9
Percentage <i>increase</i> in number of male members,	20.7
Percentage <i>increase</i> in number of female members,	59.5
Number of local unions organized during 1912,	149
Membership of local unions organized during 1912,	27,242
Number of local unions disbanded or amalgamated with some existing local in 1912,	70
Membership of local unions disbanded or amalgamated with some existing local in 1912,	6,293
Number of local unions in Boston,	289
Membership of Boston unions,	87,833
Percentage of membership unemployed for <i>all causes</i> — average for the year, 1912,	8.3
Percentage of membership unemployed for <i>all causes</i> — average for the year, 1911,	8.1
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year, 1912,	4.5
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year, 1911,	5.4

A syllabus of the introductory portion of this report is given below, the statistical tables dealing with details are given on pages 39 to 113,

a statement relative to “ Industrial Unionism in the United States ” is given on pages 114 to 116, definitions and explanation of terms used in this report are given on pages 117 to 119, an explanation of the scope and method of the report will be found on pages 120 and 121, and specimens of the forms used in the collection of these statistics appear on pages 122 to 127.

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I.

NUMBER AND MEMBERSHIP.

1. INTERNATIONAL ORGANIZATIONS.

There were 1,361 local unions known to be in existence in Massachusetts at the close of 1912, and of this number there were only 21 locals which were not affiliated with a national or international union. So close is this relationship in matters of finance and government that it has been deemed advisable to present in this report certain statistics¹ furnished by the internationals relative to the number and aggregate membership of their affiliated locals.

The results of the inquiries made by this Bureau show that at the close of the year there were 121 national or international organizations which were represented by one or more affiliated locals in Massachusetts. The aggregate number of local organizations in Massachusetts affiliated with these 121 internationals, including 35 locals directly affiliated with the American Federation of Labor,² was 1,340, having an aggregate membership of 232,654. In addition to these locals there were 21 *independent* locals with an aggregate membership of 4,114. The aggregate number of locals, affiliated and unaffiliated in Massachusetts on December 31, 1912, was therefore found to be 1,361 and their aggregate membership, 236,768.³

The total number of local labor organizations in Massachusetts affiliated with the American Federation of Labor (either directly or through the 87 affiliated internationals which had one or more chartered locals in the State) was 1,084, or 79.6 per cent of all locals in the State. The total number of organized workmen in Massachusetts directly or indirectly affiliated with the Federation was 169,848, or 71.7 per cent of all organized workmen in the State.

According to a statement published under date of January 16, 1913,⁴ the total number of national and international organizations affiliated with the American Federation of Labor was 113. The aggregate membership

¹ For a specimen of the schedule on which these statistics were furnished, see *post*, page 122, and for the statistics in detail, see Table 1 on pages 39 to 41.

² The locals affiliated indirectly with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such locals would be included twice in the aggregate.

³ No effort was made by this Bureau to ascertain the aggregate membership of all unions affiliated with each international as it was not deemed advisable to duplicate the work of the New York Bureau of Labor Statistics in compiling information of this character. See article on "International Trade Union Statistics" in New York Labor Bulletin No. 52, September, 1912.

⁴ See note on the first page of a pamphlet entitled "List of Organizations Affiliated with the American Federation of Labor," issued by the Federation on January 16, 1913.

of the Federation paid and reported upon for the month of September, 1912,¹ was 1,841,268. A comparison of these data with the corresponding data for Massachusetts above cited indicates that there were 26 internationals affiliated with the American Federation of Labor which had no affiliated locals in Massachusetts and that Massachusetts furnished approximately 9.2 per cent of the aggregate membership of the Federation.

The number of internationals, each of which was represented in Massachusetts by affiliated locals having an aggregate membership of 1,000 or over, was 48. The six internationals having the largest membership in Massachusetts were: Boot and Shoe Workers' Union, 27,019; United Brotherhood of Carpenters and Joiners, 18,257; Industrial Workers of the World, 16,546; Amalgamated Association of Street and Electric Railway Employees, 12,867; Brotherhood of Teamsters, Chauffeurs, Stablemen, etc., 10,509; and United Textile Workers of America, 9,670.

There were at the close of the year 1912, 40 internationals which were represented by 10 or more affiliated locals in Massachusetts. The internationals having each more than 25 chartered locals in Massachusetts with the number of locals affiliated is shown in the following tabular statement:

United Brotherhood of Carpenters and Joiners,	147
Boot and Shoe Workers' Union,	65
Painters, Decorators, and Paperhangers, Brotherhood of	62
Bricklayers, Masons, and Plasterers' International Union,	46
Textile Workers of America, United	43
Teamsters, Chauffeurs, Stablemen and Helpers, Brotherhood of,	38
Hotel and Restaurant Employees' International Alliance and Bartenders' International League,	36
Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers, United Association of	35
Barbers' International Union,	33
Molders' Union, International,	29
State, City, and Town Employees, National Federation of	29
Machinists, International Association of	27
Musicians, American Federation of	26

These 13 internationals included 616, or 45.3 per cent of the total number (1,361) of local unions in Massachusetts at the close of the year 1912.

The number of unions as classified under each occupation elsewhere

¹ Report of the Proceedings of the Thirty-second Annual Convention of the American Federation of Labor, page 80.

in this report does not represent invariably the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases one or more of these internationals conflict in their jurisdiction over the same occupation or group of occupations while in other cases several closely related occupations may be under the jurisdiction of a single international. Thus it will be found that the number of unions classified under the several internationals in Table 1 on pages 39 to 41 will not be in full agreement with the number of unions classified under the several occupations in Table 4 on page 44.

2. DELEGATE ORGANIZATIONS.

A. INTRODUCTORY.

While affiliated with their respective international organizations, nearly all of the local organizations in Massachusetts are at the same time affiliated with what this Bureau has found convenient to designate as "delegate organizations,"¹ which have no direct membership but consist merely of "delegates" or "representatives" from groups of local unions. These organizations have for convenience been grouped under three classes: (a) State, District, and Trades Councils; (b) Central Labor Unions; and (c) Local Trades Councils.

B. STATE, DISTRICT, AND TRADES COUNCILS.

The total number of organizations included in this group² at the close of 1912 was 69 as compared with a total of 62 at the close of 1911. These 69 organizations included 11 State Branches, comprising locals affiliated with various internationals; nine New England District Councils having affiliated locals in Massachusetts; 24 Railway Adjustment Committees, Grievance Committees, and Conference Boards; and 25 District Trades Councils (including carpenters, 11; painters, four; machinists, three; and others, seven). The number under each class in 1912 varied but little from that in 1911, the most notable variation being an increase of six in the number of Railway Adjustment Committees and Conference Boards.

Illustrative of the organizations of this character are: The Massachusetts State Branch of the American Federation of Labor which at the close of the year represented 246 local unions and 31 central labor unions; the Massachusetts State Conference of Bricklayers and Masons with 45

¹ See definition on page 117.

² For a comparative statement for the years 1908-1912, see Table 2 on page 42.

locals; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 126 locals; the Massachusetts State Branch of Journeymen Barbers with 32 locals; the Massachusetts State Conference of Painters, Decorators, and Paperhangers with 41 locals; and the New England Conference Board of International Molders Unions with 28 locals in this Commonwealth alone.

C. CENTRAL LABOR UNIONS.

The number of central labor unions in Massachusetts at the close of 1912 was 33 as compared with 35 in 1911, 35 in 1910, 33 in 1909, and 33 in 1908. There was one such body in each of 24 cities and nine towns. In nine¹ cities there was no organization of this character, namely, Beverly, Everett, Marlborough, Medford, Melrose, Newburyport, Newton, Waltham, and Woburn. During the year two new central labor unions were organized, one in Middleborough and the other in Somerville, while the central labor unions in Adams, Greenfield, Plymouth, and Ware were disbanded.

Of the 33 central labor unions in Massachusetts the Boston Central Labor Union comprised by far the largest number of affiliated local unions, the number reported as affiliated at the close of the year having been 181. The central labor unions in each of the following cities (mentioned in alphabetical order, not in order of number of affiliated locals) represented 20 or more affiliated locals: Boston, Brockton, Cambridge, Fall River, Haverhill, Holyoke, Lawrence, Lowell, Lynn, New Bedford, North Adams, Salem, Springfield, and Worcester.

D. LOCAL TRADES COUNCILS.²

Within this group there were 63 organizations at the close of 1912 as compared with 64 at the close of 1911. Among these 63 organizations there were 10 carpenters' district councils, 10 building trades councils or sections, seven joint shoe councils, seven allied printing trades councils, five metal trades councils or sections, four textile councils, and 20 other local trades councils. Of these 63 organizations, 23 were in Boston, five each in Lynn and Springfield; four each in Brockton, Lowell, and Worcester; three each in Lawrence and New Bedford; two each in Fall River, Haverhill, Holyoke, and Quincy; and one each in North Adams, Pittsfield, Salem, and Whitman. The organizations of this character were con-

¹ While these cities had no central labor union, at least one of the local unions in each of these cities was affiliated with a central labor union in neighboring cities.

² For a comparative statement in detail for the years 1908-1912, see Table 2 on page 42.

fined to these 16 localities, all of which are cities, except Whitman. In each of these 16 localities, except Whitman, there was also a central labor union (see Section C preceding, relative to Central Labor Unions).

3. LOCAL TRADE UNIONS.

A. INTRODUCTORY.

Complete statements showing the aggregate membership of all local organizations in the Commonwealth at the close of each of the respective years were obtained by this Bureau in 1910, 1911, and 1912. In this report we have presented statistics showing the number of labor organizations in Massachusetts at the close of each of the five years, 1908 to 1912, also for the close of 1911 and 1912 the number and membership of locals in the leading cities and towns at the close of 1911 and 1912, the number and membership of local unions classified by occupations and by industries, and the number of women in these organizations classified by municipalities and by occupations.¹

B. COMPARISON BY YEARS, 1908-1912.

In the following table is shown the total number of local unions in Massachusetts at the close of each of the five years, 1908 to 1912, together with additional returns showing by sex the aggregate membership reported on corresponding dates.

Number and Membership of Local Trade Unions at the Close of Each Year Specified.

YEARS.	Number of Local Unions	MEMBERSHIP REPORTED		
		Males	Females	Both Sexes
1908,	² 1,243	³ 151,765	10,122	⁴ 161,887
1909,	1,244	⁴ 156,799	11,238	⁴ 168,037
1910,	1,250	168,400	18,910	187,310
1911,	1,282	174,899	16,139	191,038
1912,	1,361	211,019	25,749	236,768

The membership of the 1,361 local unions in the Commonwealth at the close of 1912 was 236,768 as compared with a membership of 191,038

¹ The detailed tables will be found on pages 43 to 46 and are numbered respectively 3, 4, 5, 6, and 7.
² In the report for 1908 the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the totals for the other four years in the table, and which are not, strictly speaking, labor organizations, but rather educational and beneficial organizations. The totals for 1908, have, accordingly, been corrected as above in order that the totals for the several years may be strictly comparable.
³ Does not include the membership of 83 local unions which failed to report.
⁴ Does not include the membership of 59 local unions which failed to report.

of the 1,282 local unions in existence at the close of 1911. On the basis of the above data the average membership of the organizations for which information is available was 174.0 in 1912 as compared with 149.0 in 1911, 149.8 in 1910, 141.8 in 1909, and 139.6 in 1908. From these averages it would appear that while there was no decided increase in the number of unions in 1909 or 1910 as compared with 1908, there was a very appreciable increase in the average membership. In 1911 there was an increase in the number of unions, but the average membership fell slightly below that of 1910, while in 1912 there was a large increase both in the number of unions and in the average membership reported.

The number of local unions organized during the year 1912 was 149 and the number which disbanded or combined with some existing local union was 70, making a net increase of 79 during the year.

The distribution of unions by cities and by towns has remained fairly constant during the five-year period 1908-1912. In each year about one-fifth (19.4 per cent in 1908 and 21.2 per cent in 1912) of the local unions were located in Boston, about three-fifths (varying from 57.9 per cent in 1910 to 58.8 per cent in 1908) in the 32 other cities, and about one-fifth (20.7 per cent in 1912 to 21.8 per cent in 1908 and 1909) in the towns. There was a net gain of 18 unions in Boston during the year 1912, a net gain of 46 unions in the 32 other cities, and a net gain of 15 unions in the towns of the State. At the close of 1912 the percentage (20.7) of unions in towns of the total number in the State was smaller than the corresponding percentages for 1908, 1909, and 1910, but was only slightly less than the percentage for 1911. For Boston the percentage for 1912 was larger, but only slightly larger than the percentages for 1910 and 1911.

C. DISTRIBUTION OF LOCAL UNIONS BY MUNICIPALITIES.¹

Boston far out-ranked all other cities both with respect to the number of unions and their aggregate membership, having 289 unions at the close of 1912 with an aggregate membership of 87,833. The cities having 25 or more local unions were Boston, 289; Springfield, 65; Worcester, 64; Lynn, 60; Lowell, 51; Brockton, 47; Lawrence, 46; Holyoke, 42; Fall River, 38; Haverhill, 34; New Bedford, 34; Salem, 31; Fitchburg, 29; Quincy, 28; North Adams, 27; and Taunton, 27.

The cities having a membership of over 2,500 were as follows: Boston, 87,833; Lawrence, 17,327; Brockton, 15,540; Lynn, 14,276; New Bedford, 9,526; Springfield, 9,254; Fall River, 7,348; Worcester, 7,095;

¹ For information in detail by municipalities see Table 3 on page 43.

Haverhill, 6,525; Lowell, 5,175; Salem, 4,206; Holyoke, 4,139; and Quincy, 2,775.

At the close of 1912, 131 municipalities in the State were represented by at least one local trade union, there being at least one local in each of the 33 cities and in each of 98 of the 320¹ towns, leaving 222 towns not so represented, while at the close of 1911 there was at least one local in each of the 33 cities and in each of 93 of the 321 towns, leaving 228 towns not so represented.

A comparison of the number of the local trade unions in these 131 localities at the close of 1912 with corresponding data for 1911 shows that in 84 localities there was no change in the number of local unions; in 40 localities there was an increase (six of these localities, namely, Ashburnham, Huntington, Palmer, Reading, Wareham, and Warren having had no locals in 1911); and in seven localities there was a decrease. There was a net increase in the number of unions in each of the following localities; Boston, 19;² Lowell, six; Gloucester, Haverhill, Holyoke, Lawrence, and Worcester, five each; Springfield and Taunton, four each; Cambridge, Lynn, and Palmer, three each; Fitchburg, Maynard, Montague, Natick, Newburyport, North Adams, Quincy, and Wareham, two each; and in 20 other localities, one each. The localities in which there was a net decrease in the number of local unions were the following: New Bedford, five; Brockton, three; Marlborough, two; and Chelsea, Framingham, Leominster, and Spencer, one each.

In each of 92 of the 131 municipalities having one or more local unions in 1912 there was a net increase in union membership, aggregating 46,909; in each of the 37 localities there was a net decrease, aggregating 1,179; while in two localities the union membership remained unchanged. The net increase in union membership was 45,730. The localities showing increases of more than 500 union members were: Boston, 16,303; Lawrence, 13,141; Springfield, 2,183; Lynn, 1,786; Haverhill, 1,560; Cambridge, 1,505; Holyoke, 1,276; Lowell, 1,001; Gloucester, 964; and Somerville, 732. Only two localities showed a decrease in union membership in excess of 100, namely, Woburn, 259, and Athol, 106.

There were 21 localities in the State in which the average membership of the local unions exceeded 174 (the average membership of all local unions in the State). The average membership in seven localities, each

¹ Hyde Park (town) became annexed to Boston, January 1, 1912. The number of towns in the State was then reduced from 321 to 320, no new towns having been incorporated during the year.

² In making comparison of the figures for 1912 with those for 1911, nine unions in Hyde Park at the close of 1911 were included under Boston, although Hyde Park was not annexed to Boston until January, 1912.

of which had over 25 local unions, was as follows: Lawrence, 377; Brockton, 331; Boston, 304; New Bedford, 280; Lynn, 238; Fall River, 193; and Haverhill, 192. Large textile unions in Lawrence, New Bedford, and Fall River, and large unions of boot and shoe workers in Brockton, Lynn, and Haverhill, served to produce a high membership for these respective cities. In Boston no single occupation was responsible for the relatively large average membership, but large unions of street and electric railway employees, general teamsters, hod carriers and building laborers, cigar makers, telephone operators, bartenders, musicians, composers, painters, cloak and skirt makers, bricklayers, stationary firemen, and coal teamsters served to bring up the average. Of the 289 local unions in Boston, 43 had a membership of 500 or over, 13 of these had a membership of 1,000 or over, and four of these had a membership of over 2,000.

D. COMPARISONS BY OCCUPATIONS AND INDUSTRIES.

(a) *Occupations.*¹

The local unions for the most part are organized on the basis of specific occupations or crafts rather than on the basis of industries. The occupations in which there were 20 or more unions at the close of 1912 were, in the order of number of unions: Carpenters, 151; boot and shoe workers, 102; textile workers, 73; painters, decorators, and paperhangers, 63; bricklayers, masons, and plasterers, 50; teamsters, drivers, and helpers, 39; municipal employees, 35; plumbers, steamfitters, and gas fitters, 35; machinists, 34; barbers, 33; bartenders, 29; iron and brass molders, 29; musicians, 28; railway clerks, 24; granite cutters, 22; street and electric railway employees, 22; retail clerks, 21; electrical workers, 21; hod carriers and building laborers, 21; theatrical stage employees, 21; railroad trainmen, 21; composers, 20; and stationary firemen, 20. In the following occupations there was a net increase of five or more unions in 1912 as compared with 1911 as follows: Textile workers, 21 unions; carpenters, 10 unions; retail clerks, 7 unions; and paper makers, 6 unions.

The occupation comprising the largest number of organized workingmen in 1912 was boot and shoe making, including 41,529 organized employees in 102 local unions and constituting 17.5 per cent of the aggregate membership of all local trade unions in the State. Textile workers ranked second with a total membership of 32,381, or 13.6 per cent of the aggregate membership of all local trade unions in the State, followed in order

¹ For information in detail by occupations, see Table 4 on page 44.

of membership by carpenters, 18,671; street and electric railway employees, 12,867; teamsters, chauffeurs, stablemen, etc., 10,649; painters, decorators, and paperhangers, 6,158; garment workers, 5,599; bricklayers, masons, and plasterers, 5,508; musicians, 5,190; municipal employees, 5,168; machinists, 5,060; hod carriers and building laborers, 4,896; railroad trainmen, 4,349; bartenders, 3,631; cigar makers, 3,316; stationary firemen, 3,228; iron and brass molders, 3,071; plumbers, steamfitters, gas fitters, etc., 3,039; compositors, 2,556; freight handlers and clerks, 2,408; granite cutters, 2,222; barbers, 2,209; boiler makers, 2,102; and locomotive firemen, 2,002.

Comparison of the returns of membership for 1912 with those for 1911 indicates that in 40 of the occupations specified there was an increase in the number of organized workingmen; in 13 there was a decrease; while in one occupation there was no change in the number of organized employees. The more notable increases were as follows: Textile workers, 16,518, or 104.1 per cent; street and electric railway employees, 8,825, or 218.3 per cent; boot and shoe workers, 4,017, or 10.7 per cent; carpenters, 2,151, or 13.0 per cent; garment workers, 2,128, or 61.3 per cent; boiler-makers, 1,453, or 223.9 per cent; paper and pulp makers, 1,093, or 490.1 per cent; and machinists, 1,034, or 256.8 per cent.

(b) *Industries.*¹

Of the 1,361 local unions in all industries 506, or 37.2 per cent, are classified under manufacturing; 376, or 27.6 per cent, under building; 229, or 16.8 per cent, under transportation; 77 under domestic and personal service; 50 under professional service; 45 under public service; 27 under trade; and nine under extractive industries. The total membership reported at the close of 1912 by the 1,361 unions in all industries was 236,768. The leading industry in point of membership reported at the close of 1912 (as also at the close of 1911) was manufacturing, with a total membership of 115,765, reported by 506 unions and constituting 48.9 per cent of the aggregate membership reported by all the unions in the State in 1912. Transportation ranked second with a total membership of 50,590, or 21.4 per cent, reported by the 229 unions in that industry. Then followed in order of membership reported: Building, 39,955; domestic and personal service, 8,902; professional service, 6,641; public service, 6,433; trade, 2,597; and extractive industries, 747.

¹ For a tabulation of the number and membership of local unions by industries, see Table 5 on page 45. The classification of industries as used in this report is identical with that used in the report for 1911 and is based on the classifications adopted by the United States Bureau of the Census for its statistics of Population and Manufactures.

E. WOMEN IN LABOR ORGANIZATIONS.¹

In several occupations in Massachusetts organized women wage-earners are well represented. A tabulation by sex of the membership of labor organizations in the State shows that at the close of 1912 there were 181 unions having women as members as compared with 159 at the close of 1911. The aggregate female membership at the close of 1912 was 25,749 as compared with an aggregate female membership of 16,139 one year earlier, representing a gain of 9,610 women members, or 59.5 per cent. In 1911 there was a net decrease during the year of 2,771, or 14.7 per cent, in the number of organized women, the net decrease in that year having been largely confined to boot and shoe workers and textile workers. During 1912 there were important increases in the number of organized female textile workers, boot and shoe workers, and garment workers, the increase in the number of textile workers having been 3,209, or 64.8 per cent; of boot and shoe workers, 2,793, or 38.6 per cent; and of garment workers, 1,185, or 139.1 per cent. Prior to 1912 there were no organized female telephone operators in the State, but at the close of the year the aggregate number reported by the several unions in the State was 1,850.

The municipalities in which there were at least 500 female trade unionists at the close of 1912 were: Boston, 6,144; Lawrence, 3,182; Brockton, 3,129; New Bedford, 2,315; Lynn, 2,163; Fall River, 1,161; Haverhill, 1,091; and Salem, 501. In each of the following municipalities there were five or more local unions having female members at the close of 1912 — Boston, 34; Brockton, 15; Lynn, 12; Haverhill, nine; Fall River, seven; North Adams, seven; Lawrence, six; New Bedford, six; Springfield, six; Holyoke, five; and Worcester, five.

Of the 25,749 female trade unionists in the Commonwealth at the close of 1912, 10,034, or 38.9 per cent, were boot and shoe workers; 8,165, or 31.7 per cent were textile workers; 2,037, or 7.9 per cent, were garment workers; 1,850, or 7.2 per cent, were telephone operators; and the remaining 3,663, or 14.2 per cent, were distributed as follows: Cigar factory workers and tobacco strippers, 675; laundry workers, 570; retail clerks, 394; cigar makers, 339; musicians, 326; cooks and waitresses, 290; street and electric railway employees, 202; compositors, 181; bookbinders, 171; fish workers, 125; and all others,² 390.

Of the 181 unions which had female members at the close of 1912,

¹ For tabulations in detail by localities and occupations, see Tables 6 and 7 on page 46.

² Includes hat trimmers, actresses, paper and pulp makers, tailoresses and dressmakers, railroad telegraphers, hat and cap makers, machinists, janitresses, railway clerks, leather novelty workers, and station agents.

eight, with an aggregate membership of 3,685, were composed *entirely* of women. Six of these eight unions were in Boston, one was in Lynn, and the other in Springfield.

There were 58 unions each of which had 100 or more female members, and of this number one had nearly 3,000 female members, another had approximately 1,800 female members, three were represented by a female membership ranging from 1,000 to 1,500, six between 500 and 1,000 female members, and 47 included from 100 to 500 women. In 66 of the 181 unions which admitted women the number of women was 10 or less, and of these 66 unions 13 included only one woman and 17 included only two women.

F. MEMBERSHIP OF THE LARGEST LOCAL UNIONS, 1912.

Of the 1,361 local unions in existence in Massachusetts at the close of 1912, 34 unions reported a membership of 1,000 or over. The membership of the largest union was approximately 12,000, of the next largest approximately 7,800, and of the third in size approximately 3,600; four unions had a membership ranging between 2,000 and 3,000; six between 1,500 and 2,000; and 21 between 1,000 and 1,500. Thirteen of the 34 unions which had a membership of 1,000 or over were located in Boston, five in Brockton, three in Lynn, three in New Bedford, two in Fall River, and one each in eight other cities and towns. Thirteen of these 34 unions were unions of boot and shoe workers; six were unions of textile workers; two were unions of teamsters; and there was one union each in the following occupations: Bartenders, bricklayers, cigar makers, compositors, cloak and skirt makers, hod carriers and building laborers, machinists, meat cutters, musicians, painters, stationary firemen, street and electric railway employees, and telephone operators.

G. MEMBERSHIP OF IDENTICAL UNIONS, 1911 AND 1912.

During the course of a single year a considerable number of local unions disband and many new ones are formed; consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions. In order to ascertain the actual fluctuation in membership of identical unions (*i. e.*, of unions reporting their membership both at the close of 1911 and of 1912) a table¹ has been prepared showing for specified

¹ See Table 8 on page 47.

cities and for other cities and towns grouped together the membership of identical unions in 1911 and 1912 and also the increase or decrease in 1912 as compared with 1911.

The total number of identical unions reporting was 1,201, of which number 619 reported increases in membership, 455 reported decreases, and 127 reported no change. The net increase reported by these 1,201 identical unions was 24,442, which was approximately 53 per cent of the net increase in membership of all unions in the State in 1912 as compared with 1911. The largest net increase in membership of identical unions in any municipality was 11,965 in Lawrence, followed by 3,302 in Boston; 2,032 in Springfield; 1,674 in Lynn; and 1,071 in New Bedford; while the largest net decreases were 304 in Fall River, 106 in Athol, and 100 in Abington. Of the 251 identical unions in Boston 126 reported increases in membership, 97 reported decreases, and 28 reported no change.

II.

RATES OF WAGES AND HOURS OF LABOR.

The material presented in this report on the subject of rates of wages and hours of labor was obtained as the result of a special inquiry made in October, 1912, at which time schedules of inquiry¹ were sent to every local labor organization in Massachusetts.

The establishment of rates of wages through collective bargaining rather than by individual effort has always been one of the foremost of American trade union policies. This report deals only with union time-rates which are in nearly all cases minimum and not actual or maximum rates fixed by trade unions as payment for work of a given duration in a particular occupation and binding upon members of the union engaged in that occupation. Trade unions which fix rates of wages usually establish one rate as a standard minimum for all members engaged in a specific occupation, and such a rate is ordinarily applied to the work upon which the member is engaged rather than to the individual himself. Members are allowed to receive more than the minimum rate, in which case the excess over the minimum is usually determined by individual settlement, but working for less is in many instances punishable as a violation of union rules.

Time-rates of wages are variously calculated by the hour, the day, the week, the month, or the year. Thus in the building trades wages are generally calculated by the hour. As regards the actual money received during a period of full employment the unit is a matter of indifference, provided that the weekly hours of labor are also fixed. But differences in the unit of time on which the wages are calculated often correspond to real differences in the condition and organization of the trades concerned.

The detailed table on pages 48 to 109 affords a good insight into the variations in the prevailing rates of wages and hours of labor in different localities. The table for the building trades may be especially referred to in this connection. Thus, to take a few examples, we find that the prevailing hourly rates of wages for house carpenters vary from 31 $\frac{1}{4}$ cents in Amherst to 50 cents in Boston and vicinity, Chicopee, and other cities. It should be borne in mind, however, that the character of the work in many occupations may vary in different localities, so that the rates quoted, even though nominally for the same classes of wage-earners, may not

¹ For specimen form of inquiry, see page 127.

always be for quite the same class of work. The rates received in the iron and steel industry furnish several examples. As might be expected we find that rates of wages in different occupations are generally highest in Boston and vicinity.

The arrangement of the table (9 on pages 48 to 109) is alphabetical, by occupations, with the exception that all of the occupations of building trades workmen are classified alphabetically under "Building Trades," on pages 57 to 68.

III.

UNEMPLOYMENT IN THE ORGANIZED INDUSTRIES.

1. INTRODUCTORY.

Some measure of unemployment at all times and in nearly all occupations is unavoidable, but careful investigations as to the extent and causes of unemployment, which have recently been made both by public and private agencies, uniformly are in agreement in their conclusions that methods can be devised whereby the number of persons unable to find employment can be materially reduced and that the adoption of relief measures with this end in view should receive public attention.

In certain foreign countries attempts have been made for some years to reduce the amount of unemployment through various forms of legislative action such as the provision of labor exchanges, the extension of government enterprises for the express purpose of providing work for the unemployed, the provision of some form of insurance for the benefit of those who have been unable to find employment, and other measures, some of which are of a decidedly novel nature. In the United States the problem of unemployment has not, except at critical periods, proven of such great concern that (except for the provision of free employment offices in 19 States¹) the problem of finding work for the unemployed has been left almost wholly to quasi-public institutions and to private agencies and individuals.

In the United States the industrial development has been of such character that in many occupations the supply of labor has increased out of proportion to the demand, partly due, no doubt, to the influx of a great mass of immigrant labor which has not been properly distributed throughout the country. So severe has become the problem of unemployment in New York State within recent years that in 1909 a commission, appointed primarily as a commission on employers' liability, was instructed also to inquire "into the causes of unemployment in the State of New York, particularly in the city districts, and into the lack of adequate labor in other sections of the State, particularly in the farming districts." The third report of this commission,² issued in April, 1911, consisted of a report of its committee on unemployment and lack of farm labor. It was evidently the intent of the Legislature to determine some method of dis-

¹ In the report of the New York Commission on Employers' Liability and Other Matters, Third Report, 1911, on page 112, it is stated that "There are now in existence 61 such offices distributed over 19 States. All but seven of them are conducted by the State Governments. In Seattle, Tacoma, Spokane, and Everett, Washington; Butte and Great Falls, Montana; and in Newark, New Jersey, the offices are conducted by the municipalities."

² New York Commission on Employers' Liability and Other Matters, Third Report, "Unemployment and Lack of Farm Labor," 1911.

tributing throughout the agricultural sections of the State those who were found unemployed in the cities. In addition to the information relative to conditions in the State of New York thus explicitly called for by the Legislature, the report contained a wealth of timely information with reference to the subject of unemployment and also included the results of an investigation by the chairman of the committee on unemployment and his secretary of European agencies and methods of dealing with the unemployed; a study of the operation of the free employment offices in the United States; the text of the British Unemployed Workmen Act, 1905, and of the British Labour Exchange Act, 1909; a study of 439 cases treated by the Charity Organization Society in New York in which destitution was due mainly to lack of work; tabulations of replies received by the commission in answer to inquiries sent to employers and to trade unions in New York State; minutes of evidence of a public hearing on unemployment, and of other data immediately related to the subject under consideration. The results of this thorough investigation undertaken by the Committee on Unemployment of the New York State Commission on Employers' Liability was summarized as follows:

1. In the industrial centres of this State there is a constant oversupply of labor. At all times of the year, in prosperous years as well as in years of industrial depression, wage earners able and willing to work cannot secure employment.

2. Existing side by side with this unemployment there is a considerable unsatisfied demand for labor. Employers throughout the State complain that they can not obtain adequately trained workers in sufficient number to meet their needs. Particularly in the country districts is the lack of labor severely felt.

3. This maladjustment between the supply of labor and the demand is due to the absence of any organization to bring together wage-earners seeking employment and employers seeking help. While there are definite organized markets for almost all articles of trade, the buyers and sellers of labor have no common, well-known meeting places where information is available regarding the supply of labor and the demand in various parts of the State and country.

4. Aside from this maladjustment, however, which might be to a large extent eliminated, there are causes inseparable from our modern industrial organization which make unemployment necessary and inevitable. A reserve of labor must be ever present to allow for the extension of industrial enterprises and for new undertakings, to meet the demand of the busiest months in the seasonal industries, and to supply the demand for casual workers, who are needed not steadily, but off and on, for a day, a week, or a month or two. Seasonal industries, the introduction of machinery and new processes, decaying trades, casual labor, commercial failures, and the regularly recurring periods of trade depression keep constantly in involuntary idleness great numbers of our working population.

5. While there is little accurate information available as to the exact number unemployed at any one time, there is enough to show that about 40 per cent. of our wage-earners suffer some unemployment every year, that on the average they lose 10 weeks

each, and that the loss in wages amounts to 20 per cent of what the earnings would be were employment steady throughout the year.

6. The effect of this unemployment and loss of earnings is to increase the number of unemployable, those who will not or can not work, the vagrants and tramps. Those who resume work after a period of unemployment often do so at a reduced wage. Children are compelled to contribute to the support of the family. They have no opportunity to learn a trade. They enter the already over-stocked market of unskilled laborers; and when grown to manhood they repeat the experience of their fathers, working intermittently, with earnings insufficient to support a family.

7. The State of New York assumes no responsibility toward workmen out of employment against their will. A number of charitable and philanthropic associations have attempted to deal with the problem, but usually on a small scale and with little success. Private employment agencies are subject to great abuses and tend to intensify rather than diminish the maladjustment between the supply of labor and the demand. There is no adequate machinery in existence for dealing with the problem of unemployment.

8. The unnecessary idleness, we believe, can be very largely eliminated by a system of free public employment offices covering all the State, which will gather the demand from all sections and receive applications from all who seek employment.

9. The general oversupply of unskilled laborers could be considerably reduced by an efficiently organized department for juveniles in the public employment offices, which in co-operation with the school authorities would endeavor to direct children into promising employments. This would have to be followed up by a comprehensive system of industrial education.

10. Finally, the State and the municipal governments can greatly reduce the distress from unemployment by saving their work such as canal and road building, extension of streets, improving parks, etc., for the years of depression when private employers are laying off their help. Public work can be made in this way to regulate the labor market and so make it more steady. In prosperous times when private industry is expanding and employment is plentiful the State and municipal governments should reduce their operations to a minimum, to be pushed forward again as soon as a depression comes.

We feel that much more information than we now possess is necessary before we can take other and more radical measures to deal with this problem. This information we shall have when the public employment offices are well organized and statistics of their operations become available.

The commission "availing itself of the report of its committee on unemployment and of other matter collected for it" presented, among its conclusions, the following:

The records of charitable societies show that from 25 to 30 per cent of those who apply to them for relief every year have been brought to their destitute condition primarily through lack of work.

Private employment offices can find work on the average for but one out of four of those who apply to them.

For every position secured by philanthropic employment bureaus there are about six applications.

Although it is probably true that the amount of unemployment in New York State at any given time is considerably greater than in Massachusetts, nevertheless the industrial development of this Commonwealth has not been dissimilar to that of New York and at times the pressure of the supply of labor upon the demand, even in Massachusetts, becomes very severe. The conclusions, therefore, of the New York Commission have their direct bearing upon the conditions in Massachusetts. The report of the New York Commission has brought the subject of unemployment in this country before the public as a matter which demands the attention not only of students of social and industrial problems, but also of legislative bodies of the country.

The passage of the British National Insurance Act in 1911,¹ which, as one of its measures for social relief, provided for the establishment of a national compulsory unemployment insurance system, has given an unusual impetus to the study of the problem of unemployment in its many phases. The Liberal Party, which was responsible for the passage of this act, notwithstanding the lack of definite information as to the extent of unemployment in Great Britain or the cost of an adequate unemployment insurance system, set aside the question as to the feasibility of establish-

¹ This Act (1 and 2 Geo. V, c. 55) is entitled "An act to provide for insurance against loss of health, and for the prevention and cure of sickness and for insurance against unemployment, and for purposes incidental thereto." It was passed on December 16, 1911, and came into operation July 15, 1912. The act is divided into three parts, the first relating to health insurance, the second to unemployment insurance, and the third to general provisions. The following summary of the part of the act relating to unemployment insurance is from Bulletin No. 102 of the United States Bureau of Labor Statistics:

"The second part [of the act] establishes a scheme of compulsory insurance providing for benefits in cases of unemployment in certain trades. The list of trades may be extended by the Board of Trade, which will administer this portion of the act, but for the present those included are seven in number; *i.e.*, building, including the construction, alteration, demolition, etc., of buildings; the construction of works, including railroads, docks, harbors, canals, etc.; shipbuilding; mechanical engineering, including the manufacture of ordnance and firearms; iron founding; the construction of vehicles; and sawmilling, including machine woodwork. The contributions for this form of insurance are made partly by the workmen, partly by employers, and partly drawn from the public funds. Workmen and employers pay equal shares of a weekly contribution of 5d. (10 cents), while Parliament contributes annually a sum equal to one-third of the total contributions received from employers and workmen during that year. In general the employer is expected to pay the contributions of both himself and his workman, deducting the workman's portion of the contribution from wages payable to the latter.

"Applicants for benefits under this branch of the act must show that they have been employed in an insured trade in each of not less than 26 separate calendar weeks in the preceding five years, that they are capable of working, but unable to obtain suitable employment, and have not exhausted their right to benefits under this part of the act. Workmen are not required to accept employment in place of striking workmen, or at a lower rate of pay than is customary in their line of employment in their district. Where, however, the employment is lost by reason of a stoppage of work due to a trade dispute in the establishment in which the workman was employed he can receive no benefits so long as such stoppage of work continues unless he has during such stoppage become actively employed elsewhere in an insured trade. Workmen losing employment through misconduct or voluntarily leaving employment without just cause may receive no benefits for a period of six weeks from the date of such loss of employment. The benefits payable in cases of unemployment begin after the first week of the period of unemployment and are fixed at 7s. (\$1.70) per week unless some other rate is prescribed. Employment benefits are not payable for more than 15 weeks within a period of 12 months unless some other benefit period is prescribed, nor shall workers in general receive any unemployment benefit in excess of one week's benefit for every five contributions paid by them under the act.

"Provision is made for the determination of claims and the arbitration of disputes in both branches of the act, and many exceptions and modifications are made to meet various conditions as to transfers of funds, refunds, creation of reserves, etc., but the above presents an outline of the principal features of the act."

ing such a system, steadfastly went ahead, provided the funds, and has already begun to make payments upon a basis arbitrarily determined upon. This insurance system, which is a part of the legislative policy of the Liberal Party, is based on the minority report¹ of the Poor Law Commission of Great Britain, and exhibits a determination to approach certain social questions of this character in an experimental way, notwithstanding the lack of available statistics which would enable it "to compute, even within hundreds of thousands, how many persons are at any one time simultaneously in distress from unemployment, or whether this number is or is not greater, relatively or absolutely, than the corresponding numbers for other countries at the present time, or for our own country at previous times."²

Attention has been called in the reports, from which citations have been given above, to the great lack of reliable and comprehensive statistics as to unemployment and indeed this lack is pointed out quite generally in the literature relative to this subject. In our report for 1911 we reprinted an extract descriptive of certain statistics of unemployment available in foreign countries and in the United States which was taken from the "Fourth Abstract of Labour Statistics (Cd. 5415) published in 1911 by the Labour Department of the British Board of Trade. In the report referred to it was stated that statistics of unemployment were collected periodically in Great Britain, France, Belgium, Germany, Norway, and Denmark, and by two States of the American Union, New York and Massachusetts. In that report it was pointed out that there were certain objections to international comparisons of statistics of unemployment which, briefly stated, were as follows:

1. The disproportionate manner in which the various trades are represented in the statistics for the different countries.

2. The returns are not confined to trade unions paying unemployment benefits.

3. Even where the returns are furnished only by trade unions which pay unemployed benefits, they are not free from the liability to understate the unemployed at any given time.

4. The percentages of unemployment are materially affected by the age distribution of the workmen included in the returns.

Notwithstanding the incomparability of the *absolute* figures of unemployment obtained in the several countries, such figures furnish a fairly good representation of the *fluctuations* of unemployment in each country and may therefore be used in the preparation of a chart showing the

¹ Report of the Royal Commission on the Poor Laws and Relief of Distress, pages 719 to 1238.

² Quotation from the Minority Report of the Royal Commission on the Poor Laws and Relief of Distress [Cd. 4499], 1909, page 1131.

curves of unemployment for a period of time in the several countries.¹ When these curves are plotted upon the same chart, it should be borne in mind that the *fluctuations* only in the curves should be compared, because the method of securing the material and the sources of the information vary so greatly in the several countries that any attempt to compare the *level* of unemployment fails utterly.

In the United States, owing to the fact that the payment of unemployment benefits by the unions is extremely rare, any statistics of employment based exclusively on unions which pay benefits would be so meagre as to be practically valueless. The reliability of the returns which have been secured from American trade unions by the Bureaus in New York State and Massachusetts which collect unemployment returns from the unions irrespective of whether they pay unemployment benefits or not, has been questioned by certain authorities who have made a study of the subject from a statistical point of view. In defense of the method of obtaining such statistics it should be pointed out that the local secretaries from whom the reports are received directly are, if anything, more thoroughly conversant with the local employment conditions at the time a report is submitted than would be an international secretary who must of necessity base his report upon the number who apply for unemployment benefits, rather than upon any intimate knowledge of local conditions in any particular industry. For example, the quarterly reports on unemployment are obtained by the Massachusetts Bureau directly from local secretaries of labor organizations, the average membership of which in 1912 was only 174, while the reports based on payments of unemployed benefits (as in the case of those obtained by the Labour Department of the British Board of Trade and the German Imperial Labor Department) are obtained from the Secretaries of International Unions having a membership in some cases reaching well up into the thousands.

2. COMPARISON OF CHARTED RETURNS FOR THE UNITED KINGDOM, GERMANY, NEW YORK STATE, AND MASSACHUSETTS FOR THE YEARS, 1908-1912.

In the foregoing introductory remarks it has been pointed out that the methods of securing official statistics of unemployment in the several countries which collect such statistics vary so greatly that a *direct* comparison of the unemployment statistics of one country with those of another cannot properly be made. Nevertheless, when curves represent-

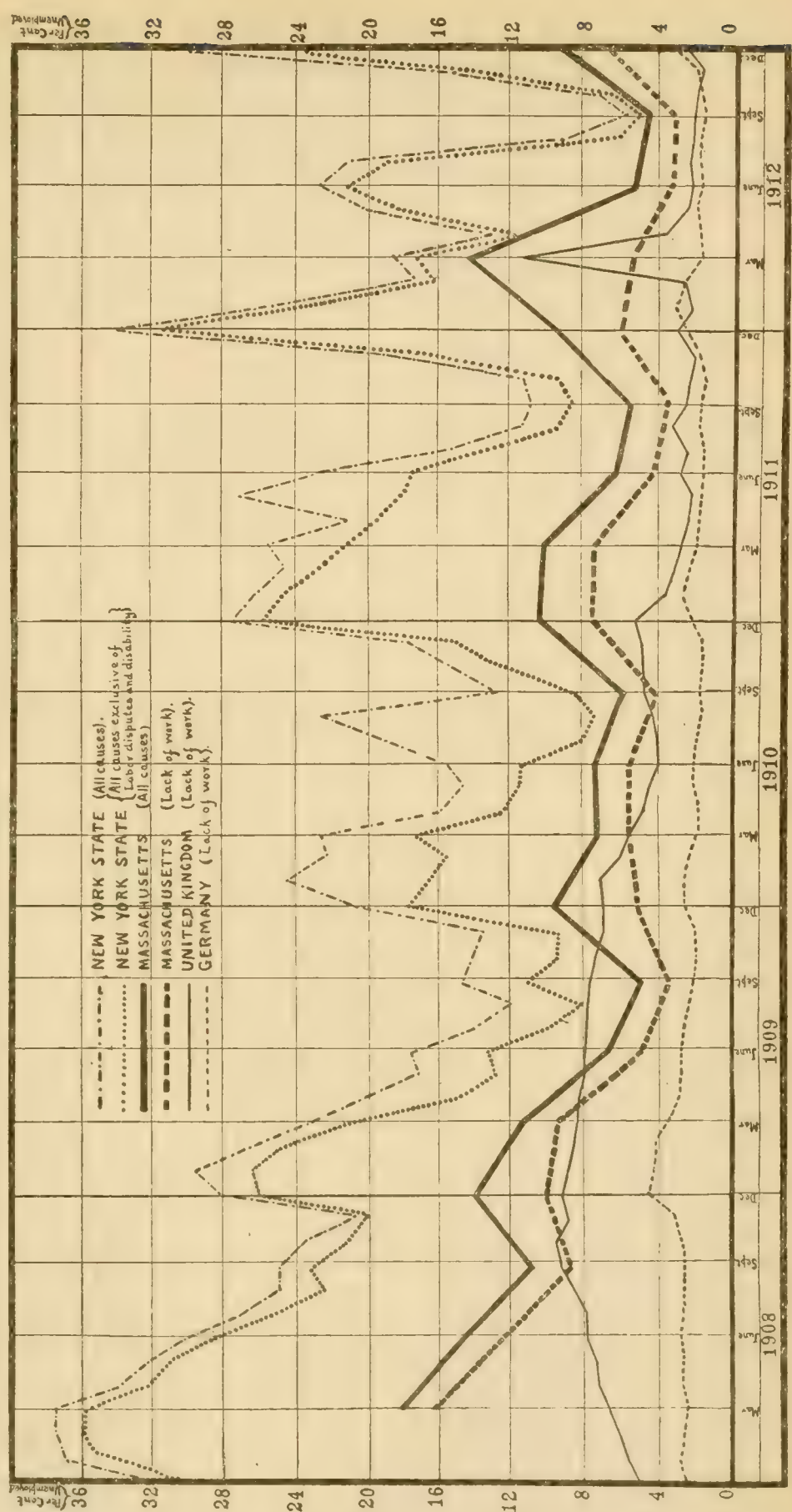
¹ For a chart of this character prepared by this Bureau, see page 29, *post*.

ing the percentages of unemployment for the several countries are plotted upon a single chart the fluctuations of the curves may be compared in order to show to what extent the industrial activity in one country correspond with that of another. For purposes of such comparison this Bureau has prepared a chart showing the curves of unemployment owing to lack of work for Great Britain, Germany, New York State, and Massachusetts and additional curves for New York State and Massachusetts based on the statistics of unemployment for all causes. (See Chart on page 29.) An examination of the chart shows a remarkable correspondence in the fluctuations of the curves for New York State and Massachusetts with some degree of correspondence between these curves and similar curves for Germany and the United Kingdom. It will be observed that the fluctuations in the curves representing the returns for Germany and the United Kingdom are by no means as violent as the corresponding fluctuations in the curves representing the conditions in New York State and Massachusetts. This, no doubt, may be explained by the fact that the British and German returns refer to far larger numbers¹ of employees than do the returns for New York State and Massachusetts, and consequently a large variation in the number unemployed in a few industries does not affect the general percentages in the one case as noticeably as in the other.

On reference to the chart it will be further observed that the curves for the United Kingdom and Germany exhibited an upward tendency during the last nine months of 1908 instead of the downward tendency exhibited by the curves for New York State and Massachusetts, showing that the industrial depression of 1907, so acute in America, does not appear to have been so marked in the United Kingdom and Germany. Since the beginning of the year 1909, the fluctuations in all of the curves shown on the chart have a close correspondence, the upward rise during the winter periods of each year being common to each curve. In the main the Massachusetts curve, representing unemployment on account of lack of work, corresponds more closely to the curve in the United Kingdom as to general level than do any of the other curves represented, not excepting the curves for New York State. The generally high level of the New York curves has been attributed to the relatively large representation in

¹ At the end of December, 1912, returns relating to unemployment were furnished to the German Imperial Labor Department by 49 trade unions with an aggregate membership of 2,161,470, of which number 2,010,754 were covered by the returns — *Reichs-Arbeitsblatt*, Jan., 1913, No. 1, page 31. The British returns represented a net trade union membership of 894,297 — *Board of Trade Labour Gazette*, Jan., 1913, page 1. The returns for New York State at the end of December, 1912, were supplied by 183 representative unions with an aggregate membership of 113,674 — *New York Labor Bulletin No. 54*, March, 1913, page 6. The returns for Massachusetts covered 994 unions with an aggregate membership of 174,359 (see Table on page 31).

CHART.—Percentage of Trade Union Members Unemployed in Massachusetts, New York, United Kingdom, and Germany, 1908-1912.



the returns for that State of certain trades in which usually there is apt to be considerable unemployment. The very high percentages of unemployment in New York State as reported by the Department of Labor appear to be confirmed by the investigations of the committee on unemployment to whose report reference has already been made (see page 22).

3. SUMMARY OF QUARTERLY REPORTS RECEIVED FROM LABOR ORGANIZATIONS IN MASSACHUSETTS DURING THE YEARS, 1908-1912.

A. INTRODUCTORY.

In this report we are able to present statistics relative to the state of employment in the organized industries¹ in the Commonwealth for the five-year period, 1908-1912. The quarterly returns have already been published in detail in quarterly reports² issued by this Bureau. During this entire period an endeavor has been made to follow identical methods in the collection and tabulation of the returns in order that the reports for the successive quarters might be strictly comparable in every respect. The returns on which these statistics are based were submitted voluntarily by officers of local labor organizations on inquiry blanks³ which were mailed to them at the end of each quarter.

The following comparative statement shows the number and membership of the organizations reporting at the end of each quarter since the collection of these returns was inaugurated, also the number of members unemployed and the corresponding percentages:

¹ The statistics of unemployment presented in this section of the report were obtained wholly from labor organizations. There is no source from which comprehensive information as to the state of employment of *unorganized* workingmen can be obtained short of a census.

² See Labor Bulletins Nos. 59, 61, 62, 63, 64, 66, 69, 71, 72, 74, 77, 79, 80, 82, 85, and 89, and quarterly reports issued in 1912.

³ For specimen form, see page 126.

Number and Membership of Organizations Reporting at the Close of Each Quarter since the Collection of Returns was Inaugurated, and Number of Members Unemployed, with Corresponding Percentages.

QUARTERS ENDING —	NUMBER REPORTING		UNEMPLOYED — ALL CAUSES		UNEMPLOYED OWING TO LACK OF WORK OR MATERIAL	
	Unions	Member-ship	Members	Percent-ages	Members	Percent-ages
March 31, 1908,	256	66,968	11,987	17.9	10,832	16.2
June 30, 1908,	493	72,815	10,490	14.4	9,128	12.5
September 30, 1908,	651	83,969	8,918	10.6	7,349	8.8
December 31, 1908,	770	102,941	14,345	13.9	11,302	11.0
March 31, 1909,	777	105,059	11,997	11.4	9,980	9.5
June 30, 1909,	780	105,944	6,736	6.4	4,913	4.6
September 30, 1909,	797	113,464	5,451	4.8	3,873	3.4
December 31, 1909,	830	107,689	10,084	9.4	5,248	4.9
March 31, 1910,	837	117,082	8,262	7.1	6,186	5.3
June 30, 1910,	841	121,849	8,518	7.0	6,570	5.4
September 30, 1910,	845	118,781	6,624	5.6	4,687	4.0
December 31, 1910,	862	122,621	12,517	10.2	8,938	7.3
March 31, 1911,	889	122,002	12,738	10.4	9,120	7.5
June 30, 1911,	897	135,202	8,927	6.6	5,669	4.2
September 30, 1911,	975	133,540	7,527	5.6	4,904	3.7
December 30, ¹ 1911,	905	125,484	12,167	9.7	7,568	6.0
March 30, ¹ 1912,	942	161,825	22,738	14.1 ²	8,185	5.1
June 29, ¹ 1912,	974	134,940	7,088	5.3	4,540	3.4
September 30, 1912,	972	146,673	6,952	4.7	4,407	3.0
December 31, 1912,	994	174,359	15,914	9.1	11,164	6.4
Average for 1908,	—	—	—	14.2	—	12.1
Average for 1909,	—	—	—	8.0	—	5.6
Average for 1910,	—	—	—	7.5	—	5.5
Average for 1911,	—	—	—	8.1	—	5.4
Average for 1912,	—	—	—	8.3	—	4.5

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

At the close of the last quarter of 1912, complete reports were received from 994 organizations, or 73.0 per cent of the 1,361 organizations in the Commonwealth. The aggregate membership of these 994 organizations for which complete returns were received was 174,359, or 73.6 per cent of the aggregate membership of all local labor organizations in the Commonwealth. As contrasted with this showing it may be noted that at the end of the first quarter of 1908 the number of unions reporting was only 256, representing a membership of 66,968. Since the work was first undertaken the number of unions furnishing returns has increased in noticeably larger proportion than the membership represented, which may be explained by the fact that in extending the work the Bureau's earlier efforts were directed toward securing, first of all, the co-operation of the larger unions, and this having been obtained efforts were then made to secure the co-operation of the smaller unions.

B. CAUSES OF UNEMPLOYMENT.

On reference to the above table it will be noted that the average percentage of unemployment for *all causes* for the year 1912, based on returns received at the close of each of the four quarters, was 8.3, while the corresponding average in 1911 was 8.1; in 1910, 7.5; in 1909, 8.0; and in 1908, 14.2. So far as these averages for the successive years are comparable they indicate no marked change in the general state of employment during the past four years, but as compared with the percentage for 1908, the year immediately following the industrial depression of 1907, the percentages of unemployment show a decidedly lower level. The corresponding average percentages of unemployment owing to *lack of work or material* for the five years, 1908–1912, were respectively, 12.1, 5.6, 5.5, 5.4, and 4.5, the average for 1912 being the lowest recorded during the period.

The percentage of unemployment for *all causes* at the end of the first quarter in 1908 (just following the period of industrial depression) was 17.9, the highest percentage shown at the end of any quarter specified, and the lowest percentage was 4.7, at the end of September, 1912. The graphic representation (see chart) of the percentages unemployed in Massachusetts for the five-year period under consideration shows in general a downward inclination during the first three years of the period, interrupted by upward fluctuations at the points representing the close of the last quarter of each year, followed in 1911 by a high level at the close of March, a downward movement during the summer period, a sharp upward rise at the close of the year continuing upward until March, 1912, followed again by a sharp trend downward during the Summer and Autumn of 1912 with an upward trend at the close of the year. The curve thus represents the gradual improvement in the conditions of employment following the industrial depression which at the close of the year 1907 was most acute, while the upward fluctuations at the close of each year represents the usual increase of unemployment occurring during the winter months. The very high point reached at the close of March, 1912, was due principally to the unemployment of a large number of textile workers who were on strike in Lawrence, Lowell, and other textile centers.

The following table shows comparatively by quarters in 1908–1912 the percentages of membership unemployed for the several causes specified:

Percentage Unemployed, 1908-1912. By Causes.

QUARTERS ENDING —	Lack of Work or Material	Unfavor- able Weather	Strikes or Lockouts	Disability	Other Causes ¹	All Causes
March 31, 1908,	16.2	0.2	0.7	0.7	0.1	17.9
June 30, 1908,	12.5	0.1	0.3	1.2	0.3	14.4
September 30, 1908,	8.7	0.0 ²	0.5	1.2	0.2	10.6
December 31, 1908,	11.0	0.5	0.7	1.2	0.5	13.9
March 31, 1909,	9.5	0.1	0.2	1.3	0.3	11.4
June 30, 1909,	4.6	0.0 ²	0.3	1.2	0.3	6.4
September 30, 1909,	3.4	0.1	0.1	1.1	0.1	4.8
December 31, 1909,	4.9	2.4	0.1	1.2	0.8	9.4
March 31, 1910,	5.3	0.1	0.1	1.4	0.2	7.1
June 30, 1910,	5.4	0.0 ²	0.1	1.2	0.3	7.0
September 30, 1910,	4.0	0.1	0.1	1.3	0.1	5.6
December 31, 1910,	7.3	1.2	0.1	1.2	0.4	10.2
March 31, 1911,	7.5	0.7	0.1	1.4	0.7	10.4
June 30, 1911,	4.2	0.2	0.5	1.2	0.5	6.6
September 30, 1911,	3.7	0.2	0.3	1.2	0.2	5.6
December 30, ³ 1911,	6.0	1.6	0.1	1.3	0.7	9.7
March 30, ³ 1912,	5.1	1.0	6.3	1.3	0.4	14.1
June 29, ³ 1912,	3.4	0.0 ²	0.4	1.3	0.2	5.3
September 30, 1912,	3.0	0.1	0.3	1.2	0.1	4.7
December 31, 1912,	6.4	0.6	0.6	1.2	0.3	9.1

¹ Including vacations, temporary shut-downs for repairs, stock-taking, etc.

² Less than 0.05 per cent.

³ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

The principal cause of unemployment at the end of each quarter as shown in the above table was *lack of work or material*. The lowest percentage unemployed for this cause was 3.0 for the close of the third quarter, 1912, and the highest percentage was 16.2 for the close of the first quarter, 1908. As in the case of the percentages unemployed for all causes it will be noted that there is a general tendency downward of the curve representing these percentages, this downward tendency being interrupted by upward fluctuations at the close of each year with a continued high level even beyond the close of March. As the percentage unemployed on account of lack of work indicates primarily the condition of the labor market, special significance may be attached to the fluctuations observed in these percentages. Ordinarily the curve representing the percentages unemployed for lack of work or material follows closely the direction of the curve representing the percentages unemployed for all causes and at a fairly constant distance below the latter curve. A marked exception to this rule is found in the high point reached at the close of March, 1912, by the curve for *all causes*, due to unemployment directly and indirectly resulting from the series of important textile strikes which occurred early in the year 1912. The effect of these strikes does not

appear in the curve representing the percentages unemployed for lack of work or material and this curve did not, therefore, follow the upward trend of the curve for all causes.

The percentages unemployed for the several other causes specified are more constant factors, the variations of which are not determined by the degree of industrial prosperity which may prevail. The percentages unemployed on account of *weather* usually show but little fluctuation except at the end of the last quarter of each year. The highest percentage unemployed on account of weather was 2.4 on December 31, 1909. In none of the five years specified has the percentage unemployed on account of weather been higher on either June 30 or September 30 than 0.2 per cent.

Except for a high percentage (6.3) idle on account of strikes on March 30, 1912, there were no considerable fluctuations in the percentages unemployed on account of strikes and lockouts, disability, or other causes during the five-year period under consideration. The percentages unemployed on account of *strikes or lockouts* ranged between 0.1 per cent and 6.3¹ per cent; on account of *disability* (sickness, accident, or old age) from 0.7 per cent to 1.4 per cent; and for *other causes* (including vacations, temporary shut-downs for repairs, stock-taking, etc.) from 0.1 per cent to 0.8 per cent.

C. UNEMPLOYMENT IN MUNICIPALITIES.

From an examination of the percentages unemployed for all causes in the leading cities² it appears that in Boston, which city included more than one-third of the total membership reporting each quarter and in which there was a fairly general representation of all organized industries and occupations in the State, the percentages unemployed correspond rather closely with the percentages unemployed for the State as a whole. In only three out of 20 quarterly comparisons did the percentage for Boston vary more than two points from that for the State as a whole. The highest percentages unemployed in Boston were 16.9 on March 31, 1908, and 16.1 on June 30, 1908, and the lowest percentages were 3.9 on September 30, 1912, and 4.1 on September 30, 1909. The usual increase in unemployment during the winter months which has been observed in considering the percentages for the State as a whole is true of the Boston per-

¹ This unusually high percentage was due to a succession of strikes of textile workers early in 1912. In no quarter during the period 1908-1912 did the percentage unemployed on account of strikes or lockouts exceed 0.7 per cent with the single exception above noted.

² See Table 10 on pages 110 and 111.

centages also. For the other cities there was no uniform correspondence of this nature; in fact, in those cities which were industrially more specialized, practically no uniformity whatever was observed, the percentages unemployed in any such specialized city rising and falling usually with the rise and fall of the percentages of unemployment in the major industry of that city.

During the period 1908-1912 the range of unemployment (*i.e.*, the highest and lowest percentages unemployed) in the larger cities was, respectively, as follows: Boston, 17.9 and 3.9; Brockton, 20.7 and 3.3; Fall River, 37.5 and 2.9; Fitchburg, 13.2 and 1.1; Haverhill, 10.0 and 1.0; Holyoke, 22.4 and 1.4; Lawrence, 38.9 and 3.1; Lowell, 32.8 and 2.9; Lynn, 19.3 and 4.5; New Bedford, 43.5 and 4.5; Quincy, 22.0 and 1.4; Salem, 17.8 and 2.0; Springfield, 12.4 and 1.7; Worcester 14.0 and 2.6. A wide range of unemployment during the period is apparent in each of the cities mentioned. With the exception of Haverhill, Lynn, and Worcester the highest percentages were for the close either of March or December and in nine of the 14 cities the highest percentage was in 1908. The lowest percentage was at the close either of June or September in all of the cities except Brockton, Lowell, and Lynn in which cases the lowest percentages were for the close of December. In no case did the lowest percentage for any of the cities enumerated fall within the year 1908. The year showing the greatest number of low records for the cities was 1912.

D. UNEMPLOYMENT IN THE VARIOUS INDUSTRIES.

The percentages of unemployment in the several industries do not closely correspond with the percentages for *all* industries, except in the case of the building trades, which include each quarter a fairly large proportion of the aggregate membership represented by the returns; and for each of the industries there may be noted a wide range of unemployment. In the following table are shown for the five-year period, 1908-1912, the percentages unemployed in the six leading industries at the close of the quarters specified:

Percentage of Membership Unemployed (All Causes) at the Close of Each Quarter, 1908–1912: By Principal Industries.

QUARTERS ENDING	All Industries	Building Trades	Boot and Shoe Manufacturing	Iron and Steel Manufacturing	Printing and Allied Trades	Textiles	Transportation (Steam and Electric)
March 31, 1908, . . .	17.9	25.2	8.0	16.6	9.0	43.9	13.3
June 30, 1908, . . .	14.4	18.3	18.2	17.8	10.5	13.6	8.9
September 30, 1908, . . .	10.6	9.3	17.1	16.0	12.6	15.5	4.8
December 31, 1908, . . .	13.9	21.2	6.4	16.3	9.4	20.9	5.7
March 31, 1909, . . .	11.4	18.5	12.8	9.8	6.4	6.7	4.3
June 30, 1909, . . .	6.4	5.0	8.0	7.6	5.6	6.9	3.7
September 30, 1909, . . .	4.8	3.1	7.1	3.5	4.4	5.1	2.9
December 31, 1909, . . .	9.4	17.8	3.3	10.9	3.6	12.6	2.2
March 31, 1910, . . .	7.1	8.9	7.4	4.2	3.6	8.7	5.2
June 30, 1910, . . .	7.0	4.2	9.6	3.9	3.8	17.9	4.9
September 30, 1910, . . .	5.6	4.5	7.9	5.0	3.7	7.5	3.1
December 31, 1910, . . .	10.2	18.0	5.0	14.3	4.0	8.6	4.0
March 31, 1911, . . .	10.4	19.3	12.0	6.3	4.6	9.7	4.1
June 30, 1911, . . .	6.6	6.4	4.4	13.4	4.5	21.3	2.8
September 30, 1911, . . .	5.6	5.0	4.5	7.5	6.6	11.9	2.4
December 30, ¹ 1911, . . .	9.7	20.9	2.3	12.6	6.0	7.5	3.0
March 30, ¹ 1912, . . .	14.1 ²	17.0	13.9	7.8	5.7	29.1	1.9
June 29, ¹ 1912, . . .	5.3	2.7	8.3	10.7	5.4	2.4	2.6
September 30, 1912, . . .	4.7	2.5	9.2	10.5	3.9	5.3	1.9
December 31, 1912, . . .	9.1	14.9	4.6	11.9	3.7	12.9	3.2

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

In the *building trades* the highest percentage reported unemployed during the five-year period was 25.2 on March 31, 1908. Other high percentages were: 21.2 on December 31, 1908; 20.9 on December 30, 1911; 19.3 on March 31, 1911; 18.5 on March 31, 1909; 18.0 on December 31, 1910; 17.8 on December 31, 1909; and 17.0 on March 30, 1912. The influence of the weather conditions is more marked in the building trades than in any other group of trades and it will be observed that in the building trades the highest percentages unemployed are at the close of December and March. The unusually high percentage on June 30, 1908, may be explained by the fact that the recovery following the industrial depression of 1907 had not become evident to any large extent on that date. The lowest percentage unemployed in the building trades was 2.5 on September 30, 1912, on which date the percentage unemployed for all industries was also the lowest noted, namely, 4.7.

In *boot and shoe* manufacturing the highest percentage unemployed was 18.2 on June 30, 1908. On September 30, 1908, it was 17.1, but for no other quarter did the percentage unemployed in this industry exceed 13.9

(on March 30, 1912). The lowest percentage reported was 2.3 on December 30, 1911.

In the *textile industry* the highest percentage unemployed was 43.9 on March 30, 1908, and other high percentages were reported as follows: 29.1 on March 30, 1912; 21.3 on June 30, 1911; 20.9 on December 31, 1908; and 17.9 on June 30, 1910. The lowest percentage was 2.4 on June 29, 1912.

Under *transportation* (steam and electric) the highest percentages unemployed were 13.3 on March 31, 1908, and 8.9 on June 30, 1908. Since the latter date there has been comparatively little unemployment in this group of occupations. Ordinarily railroad employees are rather continuously employed and the number unemployed is fairly constant. The principal causes of unemployment in this industry are sickness, accident, or old age, and voluntary vacations.

Under *iron and steel* manufacturing the percentages were high during the entire year 1908, the percentages for the close of the four quarters of the year having been respectively, 16.6, 17.8, 16.0, and 16.3. Other high percentages were 14.3 on December 31, 1910, 13.4 on June 30, 1911, and 12.6 on December 30, 1911. The lowest percentage was 3.5 on September 30, 1909.

In *printing and allied trades* the highest percentages unemployed were in 1908 as follows: 12.6 on September 30, 10.5 on June 30, 9.4 on December 31, and 9.0 on March 31. The lowest percentage unemployed was 3.6 both on December 31, 1909, and March 31, 1910. Ordinarily in this industry the amount of unemployment is fairly constant, the more usual percentages ranging between 3.6 and 6.6.

E. UNEMPLOYMENT IN THE VARIOUS OCCUPATIONS.

An examination of the statistics of unemployment in the various occupations¹ discloses a very wide range in the percentages unemployed. Within the same occupation there may be at one time practically no unemployment among the members of the organizations reporting, while at another time the percentage may reach a high figure. A comparison of the percentages for one occupation with those of another may also disclose a wide variation in the amount of unemployment in the occupations compared. Then, again, in certain occupations the percentages unemployed may continue fairly constant for a long period, then abruptly rise to a high point.

¹ See Table 11 on pages 112 and 113.

During the period 1908–1912 the highest and lowest percentages unemployed in the principal occupations were, respectively, as follows: Boot and shoe workers, 18.2 and 2.3; textile operatives, 43.9 and 2.4; carpenters, 18.0 and 1.9; street and electric railway employees, 4.7 and 0.1; teamsters and drivers, 21.2 and 0.4; painters, decorators, and paper-hangers, 38.3 and 2.6; garment workers, 56.7 and 0.0¹; bricklayers, masons, and plasterers, 62.8 and 1.9; municipal employees, 77.6 and 1.5; machinists, 16.7 and 2.0; hod carriers and building laborers, 49.1 and 2.6; railroad trainmen, 3.5 and 1.4; bartenders, 20.7 and 4.1; cigar makers, 40.6 and 0.8; stationary firemen, 6.9 and 1.1; iron and brass molders, 31.2 and 3.3; compositors, 10.1 and 2.5; freight handlers and clerks, 22.1 and 0.9; plumbers, 20.4 and 0.8; granite cutters, 25.5 and 1.1; and barbers, 4.2 and 0.7.

In 19 of the 34 specified occupations² the highest percentages unemployed were at the close of one of the four quarters in 1908 and in 10 occupations the lowest percentages fell in 1912, but aside from this showing there appears to be practically no regularity so far as the highest and lowest points are concerned. In fact, even 1908, the most unfavorable year so far as general conditions of employment were concerned, did not prove altogether an unfavorable year for certain occupations.

While the percentages of unemployment by occupations may prove useful and interesting in certain instances, they should be used with caution, particularly where comparisons are made between percentages in those occupations for which, owing to the small number of employees reporting, the returns may not have been properly representative. On the whole, comparisons based on percentages unemployed in the several more important industries are to be recommended in preference to comparisons on an occupational basis.

¹ Less than one-half of one per cent.

² See Table 11 on pages 112 and 113.

STATISTICAL TABLES.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large.*

NOTE. — In this table are included *only* those national and international organizations which had affiliated locals in *Massachusetts* in 1912. Except where otherwise noted the information relative to the total number of chartered local unions affiliated with the national and international organizations named in the table below was obtained directly from these respective organizations, the reports (see schedule form on page 122) having been received, for the most part, on schedules sent out on December 31, 1912. The information relative to the number of chartered local unions in *Massachusetts* was obtained by an exhaustive canvass of the individual local unions, the blanks (see schedule form on pages 124, 125) having also been sent out at the close of the year 1912. Further information showing the membership of the locals affiliated with each national and international union was obtained directly from the local unions and checked up against similar data obtained from the national and international unions. It was not deemed advisable to present this information relative to membership in detail, but a summary statement relative to the membership returns thus obtained will be found in the text on pages 8 to 10.

The organizations preceded by an asterisk (*) were affiliated with the American Federation of Labor at the close of the year 1912.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions.	¹ 26,044	1,361
*American Federation of Labor,	² 595	² 35
*Actors Union of America, White Rats	³ —	³ 1
*Asbestos Workers, International Association of Heat and Frost Insulators and	34	1
*Bakery and Confectionery Workers International Union of America,	188	13
*Barbers International Union of America, Journeymen	683	33
*Bill Posters and Billers of America, International Alliance of	⁴ 49	2
*Blacksmiths and Helpers, International Brotherhood of	275	6
*Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of	353	11
*Bookbinders, International Brotherhood of	⁵ 130	5
Boot and Shoe Cutters Assembly of the Knights of Labor, National	14	⁶ 1
*Boot and Shoe Workers Union,	153	65
*Brewery Workmen of America, International Union of the United	⁷ 534	⁸ 19
*Bricklayers, Masons, and Plasterers International Union of America,	937	46
*Bridge and Structural Iron Workers, International Association of	⁴ 100	2
Building Laborers, International Protective Union of	206	9
Car Workers, International Association of	130	10
Card Machine Operators Union of America,	⁴ 3	⁹ 2
Card Room Operatives of America, Amalgamated	2	¹⁰ 2

¹ This aggregate does not include the affiliated locals of four internationals for which the information was lacking.

² Includes only the locals directly affiliated, i.e., those locals not affiliated through any National or International Union.

³ Not organized on a local basis. The members are directly connected with the international union. For purposes of tabulation the approximate number of members who were in Boston at the close of the year have been entered and the Boston representation has been tabulated as a local organization.

⁴ As reported in June, 1912.

⁵ According to the roster published in the official journal, December, 1912.

⁶ This local was also affiliated with the Knights of Labor (see below).

⁷ Includes 180 branches.

⁸ Includes one branch.

⁹ One of these two locals was also affiliated with the United Textile Workers (see below).

¹⁰ These two locals were also affiliated with the United Textile Workers (see below).

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large — Continued.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions — Con.		
Carpenters and Joiners, Amalgamated Society of	1,042	4
*Carpenters and Joiners of America, United Brotherhood of	1,850	147
*Carriage, Wagon, and Automobile Workers of North America, International Union of	2 35	1
*Carvers Association of America, International Wood	22	1
*Cement Workers, American Brotherhood of	99	3
*Cigar Makers International Union of America,	488	16
*Clerks, International Protective Association, Retail	3 385	19
*Cloth Hat and Cap Makers of North America, United	24	2
*Commercial Telegraphers Union of America, The	50	1
*Coopers International Union of North America,	98	4
*Cutting Die and Cutter Makers, International Union of	12	6
Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of	10	1
*Electrical Workers of America, International Brotherhood of (A. F. of L.)	200	18
Electrical Workers of America, International Brotherhood of	400	6
*Elevator Constructors, International Union of	32	1
Engineers and Machinists, Amalgamated Society of	4 -	6
*Engineers, International Union of Steam and Operating	5 252	24
*Firemen, International Brotherhood of Stationary	310	20
*Foundry Employees, International Brotherhood of	27	1
*Freight Handlers, Brotherhood of Railroad	70	4
*Garment Workers of America, United	251	10
*Garment Workers Union, International Ladies	83	6
*Glass Workers International Association of America, Amalgamated	30	1
*Glass Workers Union, American Flint	112	3
*Glove Workers Union of America, International	21	1
Government Employees, National League of	25	4
*Granite Cutters International Association of America, The	181	22
Hat Finishers Association of the United States, Wool	4	3
*Hatters of North America, United	6 22	1
*Hod Carriers and Building and Common Laborers of America, International	215	12
*Horseshoers of the United States and Canada, International Union of the Journeymen	278	5
*Hotel and Restaurant Employees International Alliance and Bartenders International		
League of America,	541	36
Industrial Workers of the World,	210	15
Industrial Workers of the World (Detroit Faction),	60	1
*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of	85	1
Knights of Labor,	7 -	16
*Lathers, International Union of Wood, Wire, and Metal	220	11
*Laundry Workers International Union,	48	4
*Leather Workers on Horse Goods, International United Brotherhood of	75	1
*Leather Workers Union of America, Amalgamated	8 15	1
*Lithographers International Protective and Beneficial Association of the United States		
and Canada,	27	2
Lithographic Workmen, International Union of	7 -	1
Locomotive Engineers, Brotherhood of	812	7
Locomotive Firemen and Enginemen, Brotherhood of	825	10
*Longshoremen's Association, International	824	6
Loomfixers International Union,	17	7
*Machinists, International Association of	9 792	27
*Maintenance of Way Employees, International Brotherhood of	376	11
*Marble Workers, International Association of	60	2
*Meat Cutters and Butcher Workmen of North America, Amalgamated	130	2
*Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America,	125	14
*Metal Workers International Alliance, Amalgamated Sheet	420	18
*Molders Union of North America, International	6 437	29

¹ Of this total number of "branches," 73 were in the United States and 51 were in Canada.

² As reported in 1909; no report received in 1912.

³ As reported in 1910; no report received in 1912.

⁴ The total number of branches was not stated, but the number of branches in the United States was reported as 43, and in Canada, 13.

⁵ According to official directory dated October 1, 1912.

⁶ As reported in June, 1912.

⁷ No report received.

⁸ As reported in 1911; no report received in 1912.

⁹ According to roster published in the official journal, April, 1913, there were 792 affiliated "lodges" (including 88 helpers' lodges) of which number 27 lodges (including two helpers' lodges) were in Massachusetts.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large — Concluded.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions — Con.		
Musical and Theatrical Union, American International	37	1
*Musicians, American Federation of	620	26
*Painters, Decorators, and Paperhangers of America, Brotherhood of	961	62
*Paper Makers, International Brotherhood of	88	10
*Pattern Makers League of North America,	102	7
*Pavers, Rammermen, Flag Layers, Bridge and Stone Curb Setters, International Union of	77	1
*Paving Cutters Union of the United States of America and Canada,	72	5
*Photo-Engravers Union of North America, International	66	4
*Piano, Organ, and Musical Instrument Workers International Union of America,	27	3
*Plasterers International Association of the United States and Canada, Operative	305	4
*Plate Printers Union of North America, International Steel and Copper	¹ 10	1
*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters Helpers of the United States and Canada, United Association of Journeymen	593	35
*Printing Pressmen and Assistants Union of North America, International	320	13
*Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of	36	2
*Quarry Workers International Union of North America,	69	8
Railroad Signalmen of America, Brotherhood of	35	2
Railroad Station Agents, Order of	5	3
Railroad Station Employees, Brotherhood of	30	8
*Railroad Telegraphers, The Order of	122	6
Railroad Trainmen, Brotherhood of	863	21
*Railway Carmen of America, Brotherhood of	551	3
*Railway Clerks, Brotherhood of	¹ 161	24
Railway Conductors of America, The Order of	601	6
*Railway Employees of America, Amalgamated Association of Street and Electric	216	22
*Roofers, Composition, Damp and Water-proof Workers of the United States and Canada, International Brotherhood of	33	² 3
*Sailors' Union of the Atlantic,	9	2
Shoe Workers of America, United	37	24
Shoe Workers Protective Union,	6	6
*Slate and Tile Roofers Union of America, International	25	3
*Spinners Union, International	23	³ 9
*Stage Employees, International Alliance of Theatrical	249	21
State, City, and Town Employees, National Federation of	43	⁴ 29
Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	121	9
Steam Shovel and Dredgemen, International Brotherhood of	49	1
*Stereotypers and Electrotypers Union of North America, International	112	5
*Stone Cutters Association of North America, Journeymen	240	4
*Stove Mounters International Union,	52	2
*Switchmen's Union of North America,	¹ 198	2
*Tailors Union of America, Journeymen	332	9
*Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of	¹ 507	38
Textile Workers, National Industrial Union of (I. W. W.)	35	⁵ 9
*Textile Workers of America, United	150	43
*Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic	48	3
*Travelers' Goods and Leather Novelty Workers International Union of America,	21	1
*Typographical Union, International	689	22
*Upholsterers International Union of North America,	50	5
Weavers, National Federation of Cloth	11	3
*Weavers Amalgamated Association of the United States of America, Elastic Goring	2	2
*Weavers Protective Association, American Wire	5	1
Woolsorters and Graders Association of the United States, National	7	4
Independent Locals (i.e. locals having no national or international affiliation),	—	21
Total,	⁶ 26,134	1,396
Number of local unions affiliated with two internationals (constituting duplications),	90	35

¹ As reported in June, 1912.

² The membership of two of these unions has been included under International Slate and Tile Roofers (see below) as each had a joint membership with a local affiliated with this international union.

³ These nine unions were also affiliated with the United Textile Workers (see below).

⁴ Ten of these locals were also affiliated with the American Federation of Labor (see above) and one was affiliated with the International Brotherhood of Teamsters, etc. (see below).

⁵ These nine unions were also affiliated with the Industrial Workers of the World (see above).

⁶ This aggregate does not include the affiliated locals of four internationals for which the information was lacking.

TABLE 2. — *Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years, 1908-1912.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS IN —				
	1908	1909	1910	1911	1912
All Delegate Organizations, . . .	132	146	156	161	165
State, District, and Trades Councils, . . .	53	57	59	62	69
State Branches,	10	10	8	10	11
New England District Councils,	7	10	9	7	9
Railway Adjustment Committees,	10	12	13	18	24
District Councils (other than local),	26	25	29	27	25
Carpenters District Councils,	9	10	10	11	11
Painters District Councils,	4	4	4	4	4
Machinists District Councils,	4	3	3	3	3
Other District Councils,	9	8	12	9	7
Central Labor Unions,	33	33	35	35	33
Local Trades Councils,	46	56	62	64	63
Carpenters District Councils,	8	10	11	10	10
Building Trades Councils,	9	12	13	11	10
Joint Shoe Councils,	6	7	7	7	7
Allied Printing Trades Councils,	5	5	5	7	7
Metal Trades Councils,	—	2	4	5	5
Textile Councils,	4	3	3	3	4
Other Local Trades Councils,	14	17	19	21	20

TABLE 3. — *Number and Membership of Local Unions at the Close of 1911 and 1912: By Municipalities.*

MUNICIPALITIES. ¹	1911		1912	
	Number of Unions	Membership	Number of Unions	Membership
The State.	1,282	191,038	1,361	236,768
Adams,	8	784	8	1,354
Athol,	9	437	9	331
BEVERLY,	7	914	7	852
BOSTON, ²	280	71,432	289	87,833
BROCKTON,	50	15,251	47	15,540
CAMBRIDGE,	8	915	11	2,420
CHELSEA,	9	1,428	8	1,421
CHICOPEE,	9	776	9	1,030
Clinton,	7	302	7	250
FALL RIVER,	37	7,354	38	7,348
FITCHBURG,	27	1,755	29	1,921
Framingham,	11	474	10	598
Gardner,	6	123	7	154
GLOUCESTER,	15	1,023	20	1,987
Greenfield,	14	776	14	852
HAVERHILL,	29	4,965	34	6,525
HOLYOKE,	37	2,863	42	4,139
LAWRENCE,	41	4,186	46	17,327
LOWELL,	45	4,174	51	5,175
LYNN,	57	12,490	60	14,276
MALDEN,	7	415	8	485
MARLBOROUGH,	13	481	11	431
Milford,	10	1,032	10	1,155
Natick,	6	424	8	562
NEW BEDFORD,	39	9,414	34	9,526
NEWBURYPORT,	6	128	8	211
NEWTON,	10	840	10	871
NORTH ADAMS,	25	1,128	27	1,098
NORTHAMPTON,	20	942	21	1,112
Norwood,	7	313	7	360
PITTSFIELD,	24	1,587	24	1,727
QUINCY,	26	2,605	28	2,775
Rockland,	4	1,505	4	1,507
SALEM,	31	3,956	31	4,206
SOMERVILLE,	9	1,244	9	1,976
SPRINGFIELD,	61	7,071	65	9,254
TAUNTON,	23	1,507	27	1,522
Wakefield,	5	345	5	372
WALTHAM,	11	549	11	792
Westfield,	11	535	12	624
Whitman,	7	1,676	7	1,658
WORCESTER,	59	6,742	64	7,095
Other cities and towns,	162	14,177	184	16,116

¹ Statistics of membership for unions in cities and towns in which there were less than five local unions have been included under "Other cities and towns" so as not to disclose the membership of any individual union.

² For convenience in making comparison of the figures for 1912 with those for 1911 the nine unions in Hyde Park at the close of 1911, with a total membership of 796, have been included under Boston in 1911 although Hyde Park was not annexed to Boston until January 1, 1912. The number of unions in Hyde Park at the close of 1912 was eight with a total membership of 797, one union having disbanded in 1912.

TABLE 4. — *Number and Membership of Local Unions at the Close of 1911 and 1912: By Occupations.*

OCCUPATIONS. ¹	1911		1912	
	Number of Unions	Membership	Number of Unions	Membership
All Occupations.	1,282	191,038	1,361	236,768
Bakers and confectioners,	15	880	14	789
Barbers,	34	2,251	33	2,209
Bartenders,	29	3,497	29	3,631
Blacksmiths,	8	386	7	572
Boilermakers,	13	649	12	2,102
Boot and shoe workers:	101	37,512	102	41,529
Cutters,	9	4,580	11	4,774
Edgemakers,	6	1,558	5	1,536
Lasters,	12	4,398	13	4,639
Mixed,	32	11,595	32	14,068
Stitchers,	8	3,661	8	4,778
Treeers, dressers, and packers,	8	2,352	8	2,662
Turn workmen,	6	2,065	6	2,288
Others,	20	7,303	19	6,784
Bottlers and drivers,	9	1,223	9	1,518
Brewery workmen,	10	1,527	10	1,510
Bricklayers, masons, and plasterers,	50	5,378	50	5,508
Car workers and inspectors,	11	908	10	1,135
Carpenters,	141	16,520	151	18,671
Cigar makers,	16	3,236	16	3,316
Clerks, railway,	24	1,589	24	1,589
Clerks, retail,	14	1,153	21	1,679
Compositors,	20	2,474	20	2,556
Conductors, railway,	6	978	6	982
Cooks and waiters,	7	1,750	8	1,921
Cutting die and cutter makers,	6	149	6	138
Electrical workers,	24	1,500	21	1,922
Engineers (hoisting and portable),	8	436	8	455
Engineers, locomotive,	7	1,530	7	1,549
Engineers, stationary,	15	1,523	16	1,422
Firemen, locomotive,	9	1,972	10	2,002
Firemen, stationary,	19	2,479	20	3,228
Freight handlers and clerks,	8	2,034	9	2,408
Garment workers,	19	3,471	17	5,599
Granite cutters,	24	2,549	22	2,222
Hat and cap makers,	8	496	8	485
Hod carriers and building laborers,	24	4,179	21	4,896
Horseshoers,	6	473	5	306
Lathers (wood, wire, and metal),	12	437	11	575
Machinists,	35	4,026	34	5,060
Maintenance-of-way employees,	10	1,345	11	1,188
Metal polishers, buffers, and platers,	11	480	13	591
Molders,	27	2,670	29	3,071
Municipal employees,	34	5,140	35	5,168
Musicians,	28	5,066	28	5,190
Painters, decorators, and paperhangers,	62	5,576	63	6,158
Paper makers,	1	1	12	1,316
Pattern makers,	6	568	7	639
Plumbers, steamfitters, gasfitters, etc.,	40	2,792	44	3,039
Printing pressmen,	14	1,460	13	1,450
Quarry workers,	7	839	8	687
Sheet metal workers,	14	932	18	1,093
Station agents and employees,	13	1,713	12	1,651
Steam railroad employees,	10	1,031	10	1,144
Stereotypers and electrotypers,	5	387	5	429
Street and electric railway employees,	20	4,042	22	12,867
Tailors and dressmakers,	9	371	9	364
Teamsters, chauffeurs, stablemen, etc.,	36	10,241	39	10,649
Telegraphers, railroad,	5	1,057	6	1,176
Textile workers:	52	15,863	73	32,381
Loomfixers,	13	2,798	13	2,735
Mixed,	1	1	17	17,194
Mule spinners,	8	1,932	9	2,062
Weavers,	11	6,743	11	6,539
Wool sorters,	4	735	4	683
Others,	16	3,655	19	3,168
Theatrical stage employees,	17	1,033	21	1,101
Trainmen, railroad,	21	4,325	21	4,349
All other occupations,	109	14,942	125	17,583

¹ Statistics of membership for unions in occupations in which there were less than five local unions have been included under "All other occupations" so as not to disclose the membership of any individual union.

TABLE 5. — *Number and Membership of Local Trade Unions at the Close of 1911 and 1912: By Industries.*

INDUSTRIES.	1911 ¹		1912	
	Number	Membership	Number	Membership
ALL INDUSTRIES.	1,282	191,038	1,361	236,768
Manufacturing.	452	87,887	506	115,765
<i>Textiles.</i>	52	15,863	74	32,387
<i>Leather and Leather Goods.</i>	105	38,399	105	42,121
Boots and shoes,	101	37,512	102	41,529
Other leather goods,	4	887	3	592
<i>Metals, Machinery, and Shipbuilding.</i>	118	9,485	108	11,638
Iron and steel products,	92	7,883	85	9,952
Miscellaneous metal products,	19	1,163	15	791
Shipbuilding,	7	439	8	895
<i>Food, Liquors, and Tobacco.</i>	54	7,627	58	9,796
Food products,	16	941	19	2,700
Liquors and beverages,	20	2,850	21	3,105
Tobacco,	18	3,836	18	3,991
<i>Printing and Allied Trades.</i>	50	5,355	53	5,753
Printing and publishing,	36	4,157	44	4,844
Bookbinding and blankbook making,	3	395	5	654
Lithographing and engraving,	11	803	4	255
<i>Clothing.</i>	38	4,415	37	6,740
Clothing, men's,	20	1,988	20	3,273
Clothing, women's,	8	1,854	6	2,690
Hats and caps,	8	496	9	585
Others,	2	77	2	192
<i>Paper and Paper Goods.</i>	4	223	12	1,316
<i>Furniture and Woodworking.</i>	24	3,061	20	2,799
<i>Stone, Glass, and Clay Products.</i>	35	3,382	37	3,144
<i>Other Industries.</i>	2	77	2	71
Building.	376	37,070	376	39,955
<i>Building Trades.</i>	349	32,648	355	35,059
<i>Unskilled Building Labor.</i>	27	4,422	21	4,896
Transportation.	202	38,995	223	50,590
Railroad,	126	18,232	135	19,357
Road, street, and bridge,	60	14,862	68	24,626
Telegraphs and telephones,	5	1,057	12	3,240
Water,	11	4,844	14	3,367
Trade.	20	1,945	27	2,597
Wholesale and retail,	20	1,945	27	2,597
Public Service.	39	5,886	45	6,433
Professional Service.	46	6,599	50	6,641
Domestic and Personal Service.	76	7,858	77	8,902
Extractive Industries.	7	833	9	747
Quarrying,	7	833	9	747
Miscellaneous.²	34	3,959	42	5,138

¹ Several corrections have been made in the figures as published in the "Fourth Annual Report on Labor Organizations" in order that the classification might conform exactly to the classification used in tabulating the returns for 1912.

² Includes unions which could not be classified under any of the above-mentioned industries chiefly because of their being organized on an occupational rather than on an industrial basis.

TABLE 6. — *Number and Membership of Local Trade Unions at the Close of 1911 and 1912 having Women as Members: By Municipalities.*

MUNICIPALITIES. ¹	1911				1912			
	UNIONS		MEMBERSHIP		UNIONS		MEMBERSHIP	
	Re- porting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women	Re- porting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women
The State.	1,282	159	191,038	16,139	1,361	181	236,768	25,749
Athol,	9	3	437	26	9	4	331	30
Boston, ²	271	32	270,636	2,819	289	34	87,833	6,144
Brockton,	50	15	15,251	2,359	47	15	15,540	3,129
Fall River,	37	7	7,354	1,977	38	7	7,348	1,161
Fitchburg,	27	3	1,755	14	29	4	1,921	20
Haverhill,	29	7	4,965	1,048	34	9	6,525	1,091
Holyoke,	37	3	2,863	22	42	5	4,139	76
Lawrence,	41	3	4,186	89	46	6	17,327	3,182
Lowell,	45	5	4,174	249	51	5	5,175	292
Lynn,	57	10	12,490	927	60	12	14,276	2,163
New Bedford,	39	6	9,414	2,134	34	6	9,526	2,315
North Adams,	25	6	1,128	77	27	7	1,098	130
Salem,	31	4	3,956	502	31	4	4,206	501
Springfield,	61	6	7,071	292	65	6	9,254	308
Taunton,	23	3	1,507	11	27	4	1,522	21
Whitman,	7	4	1,676	328	7	4	1,658	386
Worcester,	59	5	6,742	54	64	5	7,095	37
Other municipalities having women in trade unions,	189	37	17,591	3,211	205	44	18,340	4,763
Municipalities having no women in trade unions,	245	—	17,842	—	256	—	23,654	—

¹ Statistics of membership for unions in the municipalities in which there were less than three local unions having women as members have been included under "Other municipalities" so as not to disclose the membership of any individual union.
² For comparative purposes nine unions in Hyde Park, with a total membership of 796, are included under Boston; see footnote 2 following Table 3, on page 43.

TABLE 7. — *Number and Membership of Local Trade Unions at the Close of 1911 and 1912 having Women as Members: By Occupations.*

OCCUPATIONS.	1911		1912	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
All Occupations.	159	16,139	181	25,749
Boot and shoe workers:	47	7,241	50	10,034
Boot and shoe workers (mixed),	31	5,306	25	4,682
Stitchers,	1—	1—	7	3,229
Treers, dressers, and packers,	5	976	6	1,163
Others,	11	959	12	960
Cigar makers,	11	250	12	339
Clerks, retail,	7	309	9	394
Compositors,	12	129	14	181
Cooks and waitresses,	3	178	3	290
Garment workers,	12	852	12	2,037
Musicians,	26	345	22	326
Tailoresses and dressmakers,	5	40	5	38
Telegraphers, railroad,	4	31	5	32
Textile workers:	13	4,956	23	8,165
Textile workers (mixed),	2—	2—	11	4,067
Weavers,	7	2,899	8	3,388
Others,	6	2,057	4	710
All other occupations,	19	1,808	26	3,913

¹ Included under "Boot and Shoe Workers — Others," as there were less than five unions of stitchers having women as members at the close of 1911.
² Included under "All other occupations" as there were less than five unions having women as members in this class at the close of 1911.

TABLE 8. — Increase or Decrease in Membership of Identical ¹ Unions existing both at the Close of 1911 and 1912: By Municipalities.

MUNICIPALITIES.	Number of Identical Unions ¹	MEMBERSHIP		Increase (+) or Decrease (—) in 1912 as Compared with 1911
		1911	1912	
The State.	1,201	183,938	208,380	+24,442
Adams,	8	784	1,354	+570
Athol,	9	437	331	—106
BEVERLY,	7	914	852	—62
BOSTON,	251	69,380	72,682	+3,302
BROCKTON,	46	15,088	15,487	+399
CAMBRIDGE,	8	915	1,044	+129
CHELSEA,	8	1,128	1,421	+293
CHICOPEE,	9	776	1,030	+254
Clinton,	7	302	250	—52
FALL RIVER,	36	7,134	6,830	—304
FITCHBURG,	25	1,713	1,762	+49
Framingham,	9	449	560	+111
Gardner,	6	123	138	+15
GLOUCESTER,	15	1,023	1,088	+65
Greenfield,	14	776	852	+76
HAVERHILL,	28	4,945	5,422	+477
HOLYOKE,	34	2,765	3,057	+292
LAWRENCE,	37	4,094	16,059	+11,965
LOWELL,	43	4,084	4,562	+478
LYNN,	53	10,419	12,093	+1,674
MALDEN,	6	384	448	+64
MARLBOROUGH,	11	457	431	—26
Milford,	10	1,032	1,155	+123
Natick,	6	424	427	+3
NEW BEDFORD,	32	8,411	9,482	+1,071
NEWRURYPOR,	6	128	150	+22
NEWTON,	10	840	871	+31
NORTH ADAMS,	24	1,102	1,056	—46
NORTHAMPTON,	20	942	1,083	+141
Norwood,	7	313	360	+47
PITTSFIELD,	22	1,570	1,699	+129
QUINCY,	24	2,590	2,631	+41
Rockland,	4	1,505	1,507	+2
SALEM,	30	3,916	4,173	+257
SOMERVILLE,	8	1,179	1,376	+197
SPRINGFIELD,	58	6,935	8,967	+2,032
TAUNTON,	22	1,345	1,302	—43
Wakefield,	5	345	372	+27
WALTHAM,	9	500	542	+42
Westfield,	11	535	612	+77
Whitman,	7	1,676	1,658	—18
WORCESTER,	58	6,732	6,864	+132
Other cities and towns,	158	13,828	14,340	+512

¹ The data presented in this table have reference to what the Bureau has designated as "identical unions," i.e., unions which were in existence both at the close of 1911 and 1912. A presentation of this character makes possible the determination of the actual change in membership of unions existing at the close of both years irrespective of any increase in aggregate membership due to the formation of new unions or of any decrease due to the disbanding in 1912 of unions which were in existence at the close of 1911.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Bakers.								
<i>Foremen.</i>								
Boston (German union),	week	\$18.00	\$18.00	—	\$0.60	10	60	—
Boston (Hebrew union),	week	24.00	24.00	—	—	9	54	—
Brockton,	week	20.00	20.00	\$0.40	—	9	54	—
Fall River,	week	18.00	18.00	.30	.30	9	54	—
Holyoke,	week	19.00	19.00	.47½	.47½	10	60	—
Lynn (Hebrew union),	week	22.00	22.00	.40	.40	9	54	—
Lynn (Union B),	week	20.00	20.00	.40	.40	9	54	—
New Bedford,	week	18.00	18.00	.30	.30	10	60	—
Salem,	week	18.00	18.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	23.00	23.00	.50	—	9½	57	—
Springfield (Union B),	week	20.00	20.00	.35	.35	10	60	—
Taunton,	week	20.00	20.00	.60	1.60	2 10	60	—
Worcester,	week	22.00	22.00	.80	—	9	54	12
<i>Second Hands.</i>								
Boston (German union),	week	14.00	14.00	—	—	10	60	—
Boston (Hebrew union),	week	20.00	20.00	—	—	9	54	—
Brockton (day),	week	16.00	16.00	.40	—	9	54	—
Brockton (night),	week	18.00	18.00	.40	—	9	54	—
Fall River,	week	15.00	15.00	.30	.30	9	54	—
Holyoke,	week	16.00	16.00	.40	.40	10	60	—
Lynn (Hebrew union),	week	18.00	18.00	.40	.40	9	54	—
Lynn (Union B),	week	18.00	18.00	.40	.40	9	54	—
New Bedford,	week	15.00	15.00	.30	.30	10	60	—
Salem,	week	16.00	16.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	19.00	19.00	.45	.45	9½	57	—
Springfield (Union B),	week	16.00	16.00	.35	.35	10	60	—
Taunton,	week	16.00	16.00	.50	1.50	2 10	60	—
Worcester,	week	20.00	20.00	.74	—	9	54	12
<i>Third Hands.</i>								
Boston (German union),	week	13.00	13.00	—	—	10	60	—
Boston (Hebrew union),	week	18.00	18.00	—	—	9	54	—
Brockton (day),	week	15.00	15.00	.40	—	9	54	—
Brockton (night),	week	16.00	16.00	.40	—	9	54	—
Fall River,	week	12.00	12.00	.30	.30	9	54	—
Holyoke,	week	14.00	14.00	.35	.35	10	60	—
Lynn (Hebrew union),	week	16.00	16.00	—	—	9	54	—
Lynn (Union B),	week	15.00	15.00	.40	.40	9	54	—
New Bedford,	week	13.00	13.00	.30	.30	10	60	—
Salem,	week	15.00	15.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	16.00	16.00	.35	.35	10	60	—
Springfield (Union B),	week	15.00	15.00	.35	.35	9½	57	—
Taunton,	week	15.00	15.00	.40	1.40	2 10	60	—
Worcester,	week	18.00	18.00	.66⅔	—	9	54	12
Bakery Wagon Drivers.								
<i>(See Teamsters.)</i>								
Barbers.								
Adams,	week	13.00	13.00	—	—	13	81	—
Athol,	week	14.00	14.00	—	—	11	63	—
Boston,	week	{ 13.00	13.00	—	—	12	65	} 12
Brockton,	week	{ 12.00	12.00	—	4 —	12½	72	
Chicopee,	week	{ 14.00	14.00	—	—	10	68	
Fall River,	week	{ 14.00	14.00	—	—	10	59	
Fall River,	week	5 12.00	12.00	—	—	10¾	59½	—

1 No holiday work.
2 Night work, 9 hours.
3 And one-half profits of receipts over \$20.
4 Same rate of pay as on regular days if they work.
5 Minimum.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Barbers — Con.								
Fitchburg,	week	{ \$12.00- 16.00	\$12.00- 16.00	} -	-	12	-	-
Framingham,	week	14.00	14.00	-	-	11¼	64½	-
Gardner,	week	14.00	14.00	-	-	10½	66	-
Gloucester,	week	{ 12.00- 15.00	12.00- 15.00	} -	-	-	73	12
Greenfield,	week	13.00	13.00	-	-	10⅝	58	12
Haverhill,	week	¹ 12.00	12.00	-	-	10¾	61¼	12
Holyoke,	week	¹ 13.00	13.00	-	-	11½	70½	-
Lawrence,	week	{ 12.00- 14.00	12.00- 14.00	} -	-	-	64	-
Leominster,	week	12.00	12.00	-	-	11½	64	-
Lowell,	week	12.00	12.00	-	-	10	60	12
Lynn,	week	¹ 13.00	13.00	-	-	13½	76	12
Milford,	week	13.00	13.00	-	-	11½	59½	-
New Bedford,	week	12.00	12.00	-	-	-	68	12
North Adams,	week	14.00	14.00	-	-	-	68	-
Northampton,	week	13.00	13.00	-	-	12	67	-
Pittsfield,	week	² 14.00	14.00	-	-	11	62	12
Quincy,	week	12.00	12.00	-	-	10	57½	-
Rockland,	week	15.00	15.00	-	-	-	62	-
Salem,	week	12.00	12.00	-	-	11	67½	12
Springfield,	week	¹ 13.00	13.00	-	-	11	60½ ¹²	12
Taunton,	week	14.00	14.00	-	-	11	63	12
Webster,	week	15.00	15.00	-	-	-	72	-
Westfield,	week	{ 13.00- 15.00	13.00- 15.00	} -	-	10½	63	12
Woburn, ³	-	-	-	-	-	-	63½	-
Worcester,	week	¹ 12.00	12.00	-	-	-	-	-
Bartenders.								
Adams,	week	15.00	15.00	-	-	10	60	-
Athol,	week	15.00	15.00	-	-	9	60	-
Boston,	week	18.00	18.00	-	-	10	60	-
Chelsea,	week	18.00	18.00	-	-	10	60	-
Chicopee,	week	18.00	18.00	-	-	9	63	-
Clinton,	week	15.00	15.00	-	-	10	60	-
Fitchburg,	week	16.50	16.50	-	-	10	60	-
Gardner,	week	{ ⁴ 10.00- 20.00	10.00- 20.00	} -	-	9	54	-
Gloucester,	week	15.00	15.00	-	-	10½	63	-
Greenfield,	week	15.00	15.00	-	-	10	62	-
Haverhill,	week	18.00	18.00	{ \$0.50 .45¾ }	-	{ 8- 9 }	54- 59 }	-
Holyoke,	week	¹ 18.00	18.00	-	⁵ -	9	55	-
Lawrence,	week	¹ 15.00	15.00	.52	\$0.52	9	58	-
Lowell,	week	15.00	15.00	-	-	-	60	-
Marlborough,	week	{ 15.00- 21.00	15.00- 21.00	} -	-	10	63	-
New Bedford,	week	¹ 15.00	15.00	.30	.35	{ 8½ 9 }	60	-
North Adams,	week	15.00	15.00	-	-	10	62	-
Northampton,	week	15.00	15.00	-	-	10	62	-
Pittsfield,	week	18.00	18.00	-	-	9	56	-
Pittsfield (apprentices),	week	15.00	15.00	-	-	9	56	-
Southbridge,	week	18.00	18.00	-	-	10	60	-
Springfield,	week	{ 18.00- 20.00	18.00- 20.00	} -	-	9	54	-
Taunton,	week	15.00	15.00	-	-	10½	58	-
Ware,	week	18.00	18.00	.48	.48	9	57	-
Westfield,	week	18.00	18.00	{ .40- .50 }	⁶ .50	9	55	-
Worcester,	week	18.00	18.00	-	-	10	60	-

¹ Minimum.

² Or \$12.00 and half the profits of receipts over \$18.00.

³ No rate of wages.

⁴ And board when they receive \$10.00.

⁵ Five dollars a day if they work.

⁶ Paid \$5.00 for 10 hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Bill Posters and Billers.								
<i>Billers.</i>								
Boston,	day	\$2.00	\$12.00	—	—	—	—	—
Springfield,	week	15.00	15.00	—	—	9	54	—
<i>Bill Posters.</i>								
Boston (foremen),	week	16.00	16.00	—	—	8	48	4
Boston,	week	14.00	14.00	—	—	8	48	4
Springfield,	week	13.50	13.50	—	—	8	54	—
Blacksmiths.								
Boston,	day	3.50	21.00	\$0.57 $\frac{1}{3}$	\$0.78	9	54	—
Boston (chainmakers),	day	3.25	19.50	.72 $\frac{2}{3}$	.72 $\frac{2}{3}$	9	54	—
Boston (forgers),	day	4.00	24.00	—	—	9	54	—
Brockton,	week	16.50	16.50	.55	.55	8	45	12
		19.00	19.00	.63	.63			
Fitchburg,	hour	.27	14.31	—	—	9	53	—
		.29 $\frac{1}{2}$	15.64					
		.32 $\frac{1}{2}$	17.23					
Lawrence,	day	2.25	13.50	.31 $\frac{1}{4}$	.37 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
New Bedford,	week	15.00	15.00	.40	.40	10 $\frac{1}{6}$	56	12
Norwood,	hour	.28 $\frac{1}{2}$	15.11	.42 $\frac{3}{4}$	.42 $\frac{3}{4}$	9	53	—
		.40	21.20	.60	.60			
Quincy,	hour	.25	13.50	.37 $\frac{1}{2}$	.50	9	54	7
		.35	18.90	.52 $\frac{1}{2}$	.70			
Salem,	hour	.29	15.60	.43 $\frac{1}{2}$	.43 $\frac{1}{2}$	9	53	—
		.32 $\frac{1}{2}$	17.55	.48 $\frac{3}{4}$	.48 $\frac{3}{4}$			
<i>Helpers.</i>								
Boston,	day	2.50	15.00	.41 $\frac{2}{3}$	.55 $\frac{5}{6}$	9	54	—
Brockton,	week	14.00	14.00	—	—	8	48	—
Fitchburg,	hour	.21	11.13	.31 $\frac{1}{2}$	.31 $\frac{1}{2}$	9	53	—
Salem,	hour	.21 $\frac{1}{2}$	11.40	—	—	9	53	—
Boilermakers.								
Boston (outside men),	day	4.25	25.50	—	—	8	48	—
Boston (shopmen),	day	2.75	16.50	—	—	9	54	—
		3.25	19.00					
Cambridge,	hour	.29 $\frac{1}{2}$	15.64	—	—	9	53	3
		.33	17.99					
		.35	18.55					
Fitchburg,	day	2.50	15.00	—	—	9	54	—
Framingham,	hour	3.50	21.00	.72	.72	9	54	3
		.36	19.44					
Greenfield,	hour	.34	18.02	—	.51	9	53	2
Lowell,	hour	.28	15.12	—	—	9	54	—
Norwood,	hour	.28 $\frac{1}{2}$	15.39	.42 $\frac{3}{4}$	.42 $\frac{3}{4}$	8 $\frac{5}{6}$	53	—
		.36	19.44	.54	.54			
Springfield,	hour	.34	18.36	—	—	9	54	—
Worcester,	hour	.26	14.30	—	—	10	55	—
		.36	19.80					
<i>Helpers.</i>								
Boston (Union A),	hour	.22	11.90	.33	.33	8 $\frac{5}{6}$	53	—
		.22 $\frac{1}{2}$	12.20	.33 $\frac{3}{4}$	.33 $\frac{3}{4}$			
		.23	12.42	.34 $\frac{1}{2}$	.34 $\frac{1}{2}$			
Boston (Union B),	hour	.21 $\frac{1}{2}$	11.40	.32 $\frac{1}{4}$	.32 $\frac{1}{4}$	9	53	2
		.23 $\frac{1}{2}$	12.46	.35 $\frac{1}{4}$	.35 $\frac{1}{4}$			
		.25 $\frac{1}{2}$	13.52	.38 $\frac{1}{4}$	.38 $\frac{1}{4}$			
Framingham,	hour	.18	9.72	—	—	9	54	—
Norwood,	hour	.25	13.50	—	—	9	53	—
		.20	10.60					
Worcester,	week	12.00	12.00	.43 $\frac{1}{2}$	.43 $\frac{1}{2}$	10	55	12
		17.00	17.00	.62	.62			

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boilermakers and Iron Shipbuilders.								
Quincy,	hour	$\left\{ \begin{array}{l} \$0.25 \\ .27 \\ .30 \end{array} \right\}$	$\left\{ \begin{array}{l} ^1 \$12.00 \\ ^1 12.96 \\ ^1 14.40 \\ 13.50 \\ 14.58 \\ 16.20 \end{array} \right\}$	$\left\{ \begin{array}{l} \$0.37\frac{1}{2} \\ .40\frac{1}{2} \\ .45 \end{array} \right\}$	$\left\{ \begin{array}{l} \$0.50 \\ .54 \\ .60 \end{array} \right\}$	$\left\{ \begin{array}{l} 18 \\ 9 \end{array} \right\}$	$\left\{ \begin{array}{l} 148 \\ 54 \end{array} \right\}$	$\left\{ \begin{array}{l} - \end{array} \right\}$
Quincy, <i>Helpers.</i>	hour	.15	8.10	.22 $\frac{1}{2}$	.30	9	54	-
Quincy, <i>Shipfitters.</i>	hour	.28	15.12	.42	.56	9	54	-
Bookbinders.								
Boston (men):								
Cutters (sheet stock), . . .	hour	.37 $\frac{1}{2}$	18.00	-	-	8	48	-
Finishers (blank work), . . .	hour	.41 $\frac{2}{3}$	20.00	-	-	8	48	-
Finishers (printed work), . .	hour	.50	24.00	-	-	8	48	-
Forwarders (extra job, blank work),	hour	.41 $\frac{2}{3}$	20.00	-	-	8	48	-
Forwarders (stock, blank work),	hour	.37 $\frac{1}{2}$	18.00	-	-	8	48	-
Forwarders (printed work), . .	hour	.43 $\frac{3}{4}$	21.00	-	-	8	48	-
Paper rulers,	week	$\left\{ \begin{array}{l} 15.00 \\ 18.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 15.00 \\ 18.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .46\frac{7}{8} \\ .56\frac{1}{4} \end{array} \right\}$	$\left\{ \begin{array}{l} .62\frac{1}{2} \\ .75 \end{array} \right\}$	-	48	12
Boston (women):								
Bindery work (forewomen), . .	week	12.00	12.00	-	-	8	48	-
Bindery work (headgirls), . .	week	11.00	11.00	-	-	8	48	-
Bindery machine feeders, . . .	week	8.00	8.00	-	-	8	48	-
Blankbook sewers,	week	10.00	10.00	-	-	8	48	-
Book wrappers,	week	7.00	7.00	-	-	8	48	-
Creasing machine operators, . .	week	10.00	10.00	-	-	8	48	-
Gold layers (head),	week	9.00	9.00	-	-	8	48	-
Gold layers and sizers,	week	8.00	8.00	-	-	8	48	-
Goldlayers' apprentices (first year),	week	4.00	4.00	-	-	8	48	-
Goldlayers' apprentices (second year),	week	5.00	5.00	-	-	8	48	-
Pagers and numberers,	week	9.00	9.00	-	-	8	48	-
Ruling machine feeders,	week	8.00	8.00	-	-	8	48	-
Sewing machine feeders,	week	7.50	7.50	-	-	8	48	-
Thread sewers,	week	12.00	12.00	-	-	8	48	-
Cambridge:								
Cloth forwarders, hand,	week	$\left\{ \begin{array}{l} 18.00- \\ 20.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 18.00- \\ 20.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .56\frac{1}{4}- \\ .62\frac{1}{2} \end{array} \right\}$	$\left\{ \begin{array}{l} .75- \\ .83\frac{1}{3} \end{array} \right\}$	$\left\{ \begin{array}{l} 8\frac{2}{3} \end{array} \right\}$	48	12
Extra finishers, hand,	week	$\left\{ \begin{array}{l} 20.00- \\ 25.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 20.00- \\ 25.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .62\frac{1}{2}- \\ .78\frac{1}{8} \end{array} \right\}$	$\left\{ \begin{array}{l} .83\frac{1}{3}- \\ 1.04\frac{1}{6} \end{array} \right\}$	$\left\{ \begin{array}{l} 8\frac{2}{3} \end{array} \right\}$	48	12
Extra forwarders, hand,	week	$\left\{ \begin{array}{l} 18.00- \\ 24.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 18.00- \\ 24.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .56\frac{1}{4}- \\ .75 \end{array} \right\}$	$\left\{ \begin{array}{l} .75- \\ 1.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 8\frac{2}{3} \end{array} \right\}$	48	12
Gilders,	week	$\left\{ \begin{array}{l} 20.00- \\ 24.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 20.00- \\ 24.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .62\frac{1}{2}- \\ .75 \end{array} \right\}$	$\left\{ \begin{array}{l} .83\frac{1}{3}- \\ 1.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 8\frac{2}{3} \end{array} \right\}$	48	12
Machine operators,	week	$\left\{ \begin{array}{l} 16.00- \\ 22.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 16.00- \\ 22.00 \end{array} \right\}$	$\left\{ \begin{array}{l} .50- \\ .68\frac{3}{4} \end{array} \right\}$	$\left\{ \begin{array}{l} .66\frac{2}{3}- \\ .91\frac{2}{3} \end{array} \right\}$	$\left\{ \begin{array}{l} 8\frac{2}{3} \end{array} \right\}$	48	12
Norwood:								
Bookbinders,	week	18.00	18.00	-	-	8 $\frac{3}{4}$	48	12
Stampers,	week	20.00	20.00	-	-	8 $\frac{3}{4}$	48	12
Boot and Shoe Workers.								
<i>Bottom Finishers.</i>								
Lynn,	hour	.40	21.60	-	-	-	54	12
Salem,	week	$\left\{ \begin{array}{l} 9.00- \\ 11.00 \end{array} \right\}$	$\left\{ \begin{array}{l} 9.00- \\ 11.00 \end{array} \right\}$	$\left\{ \begin{array}{l} - \\ - \end{array} \right\}$	$\left\{ \begin{array}{l} - \\ - \end{array} \right\}$	$\left\{ \begin{array}{l} 10 \end{array} \right\}$	55	12
<i>Cleaners.</i>								
Chelsea,	week	7.00	7.00	-	-	9 $\frac{1}{2}$	54	12

¹ When employed on Government work.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boot and Shoe Workers								
— Con.								
<i>Counter Workers.</i>								
Chelsea,	hour	\$0.14	\$7.00	—	—	9	50	12
<i>Cutters.</i>								
Boston,	hour	.42	21.10	\$0.63	—	9	50	12
Boston (trimming),	hour	.30	15.00	.45	—	9	50	12
Brockton (hand, outside),	hour	.36 ¹ / ₂	19.50	—	—	9	54	—
Brockton (hand, top),	hour	.30 ³ / ₈	16.50	—	—	9	54	—
Chelsea,	hour	{ .35 .40	{ 17.15 19.60	{ — —	{ — —	9	49	—
Easton,	day	3.25	19.50	—	—	9	54	—
Framingham,	day	3.00	18.00	—	—	9 ⁵ / ₆	54	12
Haverhill (hand),	week	16.50	16.50	—	—	9	50	12
Haverhill (machine),	week	18.00	18.00	—	—	9	50	12
Lynn (toplift),	week	16.50	16.50	—	—	9	49	12
Marlborough,	day	{ 2.50 2.75	{ 15.00 16.50	{ — —	{ — —	—	58	—
Middleborough,	day	3.25	19.50	—	—	9	54	3
Natick (upper),	week	16.50	16.50	—	—	10	59	—
New Bedford,	week	22.00	22.00	—	—	9	54	—
North Adams (hand),	week	18.00	18.00	—	—	9	54	18
North Adams (heel),	week	12.00	12.00	.22 ³ / ₈	—	9	54	15
North Adams (machine),	week	{ 13.50 19.50	{ 13.50 19.50	{ .25 —	{ — —	9	54	15 18
Whitman (hand, outside),	day	3.25	19.50	—	—	9	54	—
Whitman (hand, top),	day	2.75	16.50	—	—	9	54	—
Whitman (insoles),	day	2.60	15.60	—	—	9	54	—
Whitman (outsoles),	day	3.00	18.00	—	—	9	54	—
<i>Cutters' Apprentices.</i>								
Brockton (first class),	day	{ ² / ₂ 2.75 3.00	{ 16.50 18.00	{ — —	{ — —	9	54	—
Brockton (second class),	day	{ ² / ₂ 2.25 2.50	{ 13.50 15.00	{ — —	{ — —	9	54	—
<i>Dressers.</i>								
Whitman,	day	1.75	10.50	—	—	9	54	—
<i>Finishers.</i>								
North Adams,	day	{ 1.50— 2.00	{ 9.00— 12.00	{ — —	{ — —	9	54	16
Whitman,	day	2.75	16.50	—	—	9	54	—
<i>Heel Seat Pounders.</i>								
New Bedford,	day	1.50	9.00	—	—	9	54	—
<i>Ironers.</i>								
Chelsea,	week	{ 9.00 10.00	{ 9.00 10.00	{ — —	{ — —	9 ¹ / ₂	54	12
Lynn,	hour	.33 ¹ / ₂	18.33 ¹ / ₂	—	—	10	55	12
New Bedford,	day	1.50	9.00	—	—	9	54	—
Salem,	day	3.00	18.00	—	—	10	55	12
<i>Lasters.</i>								
North Adams,	hour	.25	13.50	.25	\$0.25	9	54	4
<i>Lasting Machine Operators.</i>								
Lynn,	hour	.40	19.60	—	—	9	49	12
<i>Levellers.</i>								
Lynn,	hour	.40	21.60	—	—	—	54	12
<i>Nailers and Heelers.</i>								
Lynn,	week	15.00	15.00	—	—	10	55	12

¹ Time made up on five days during months half-holiday is in force.² Lower rate paid for first six months' service and higher rate for second six months.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boot and Shoe Workers — Con.								
<i>Packers.</i>								
Lynn,	hour	\$0.19	\$10.26	—	—	10	54	12
North Adams,	week	{ 6.00— 9.00	{ 6.00— 9.00	{ —	{ —	9	54	16
Whitman,	day	1.50	9.00	—	—	9	54	—
<i>Pasters.</i>								
Chelsea,	hour	.12	6.00	—	—	9	50	12
<i>Repairers.</i>								
Lynn,	hour	.19	10.26	—	—	10	54	12
Whitman,	day	{ 1.75— 2.50	{ 10.50— 15.00	{ —	{ —	9	54	—
<i>Shavers.</i>								
Chelsea,	day	3.50	21.00	—	—	9	54	—
<i>Skivers.</i>								
Brockton,	day	{ 2.25 2.50 2.75	{ 13.50 15.00 16.50	{ —	{ —	9	54	3
Whitman (inside),	day	{ 2.25 2.50	{ 13.50 15.00	{ —	{ —	9	54	—
Whitman (outside),	day	{ 2.50 2.75	{ 15.00 16.50	{ —	{ —	9	54	—
<i>Sluggers.</i>								
Chelsea,	day	4.20	25.20	—	—	9	54	—
<i>Sole Channellers.</i>								
North Adams,	week	15.00	15.00	\$0.27 $\frac{2}{3}$	—	9	54	15
<i>Sole Sorters.</i>								
Haverhill,	week	15.00	15.00	—	—	10	55	12
North Adams,	week	15.00	15.00	.27 $\frac{2}{3}$	—	9	54	15
<i>Sorters.</i>								
Brockton,	day	3.25	19.50	—	—	9	54	—
<i>Stitchers.</i>								
Marlborough,	day	{ 1.75 2.00	{ 10.50 12.00	{ —	{ —	—	58	—
Natick,	week	12.00	12.00	—	—	—	54	—
New Bedford,	week	14.00	14.00	—	—	9	54	—
<i>Stockfitters.</i>								
Beverly,	day	2.00	12.00	—	—	10	55	12
Danvers,	day	2.00	12.00	—	—	—	55	—
Salem,	day	2.00	12.00	—	—	—	55	—
<i>Tackers.</i>								
Chelsea,	hour	.17	8.50	—	—	9	50	12
North Adams (heels),	week	9.00	9.00	.16 $\frac{2}{3}$	—	9	54	15
<i>Tip Fixers.</i>								
Chelsea,	week	{ 7.00— 10.00	{ 7.00— 10.00	{ —	{ —	9 $\frac{1}{2}$	54	12
<i>Treers.</i>								
Brockton,	hour	{ .28— .30	{ 15.12— 16.20	{ —	{ —	9	54	—
Lynn,	hour	.33 $\frac{1}{3}$	18.33 $\frac{1}{3}$	—	—	10	55	12
Marlborough,	day	{ 2.25 2.50	{ 13.50 15.00	{ —	{ —	—	58	—
Whitman,	day	2.70	16.20	—	—	9	54	—

¹ Time made up on five days while half-holiday is in force.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Bottlers and Drivers.								
<i>Bottlers and Machine Operators.</i>								
Boston,	week	\$15.50	\$15.50	\$0.40	\$0.40	{ 18 9	148 54	} —
Fall River,	week	12.00	12.00	.30	.30	9	54	—
Lawrence,	week	14.00	14.00	.35	.52	9	54	—
Lowell,	week	15.50	15.50	.40	.40	8	48	—
New Bedford,	week	12.00	12.00	.30	—	9	54	—
Pittsfield,	week	13.50	13.50	.50	.50	9	2 53 54	} —
Springfield,	week	15.00	15.00	.40	.40	8	48	—
Worcester,	week	17.00	17.00	.50	.63	9	54	—
<i>Bottlers' Helpers.</i>								
Lawrence,	week	13.00	13.00	.35	.48	9	54	—
Springfield,	week	13.00	13.00	.40	.40	8	48	—
Worcester,	week	15.00	15.00	.50	.55½	9	54	—
<i>Bottlers (Packers).</i>								
Boston,	week	14.50	14.50	.40	.40	{ 18 9	148 54	} —
<i>Chauffeurs.</i>								
Lawrence (large truck),	week	15.00	15.00	.35	.55½	9	54	—
Lawrence (light truck),	week	14.00	14.00	.35	.52½	9	54	—
<i>Drivers.</i>								
Boston,	week	16.50	16.50	.40	.40	9	54	—
Fall River,	week	14.00	14.00	.30	.30	9	54	—
Lowell,	week	18.00	18.00	.40	.40	8	48	—
Pittsfield,	week	16.00	16.00	—	—	9	2 53 54	} —
Springfield,	week	15.00	15.00	.40	.40	8	48	—
Worcester,	week	18.00	18.00	.50	.66⅔	9	54	—
<i>Drivers (One-Horse).</i>								
Lawrence,	week	14.00	14.00	.35	.52	9	54	—
<i>Drivers (Two-Horse).</i>								
Lawrence,	week	16.00	16.00	.35	.59½	9	54	—
<i>Drivers' Helpers.</i>								
Boston,	week	13.50	13.50	.40	.40	9	54	—
Fall River,	week	12.00	12.00	.30	.30	9	54	—
Lawrence (two-horse),	week	14.00	14.00	.35	.52	9	54	—
Lowell,	week	15.00	15.00	.40	.40	8	48	—
Worcester,	week	14.00	14.00	.50	.52	9	54	—
Worcester (large package),	week	16.00	16.00	.50	.59½	9	54	—
<i>Floor Men.</i>								
Lowell,	week	13.50	13.50	.40	.40	8	48	—
<i>General Workers.</i>								
Boston,	week	13.50	13.50	.40	.40	{ 18 9	148 54	} —
<i>Labelers (Hand).</i>								
Worcester,	week	10.00	10.00	.50	.37	9	54	—
<i>Stablemen.</i>								
Lawrence,	week	14.00	14.00	.35	.52	9	54	—
Lowell,	week	18.00	18.00	.40	.40	8	48	—
Worcester,	week	15.00	15.00	.50	.55½	9	54	—

1 Work 48 hours six months of year and 54 hours six months.

2 Work 53 hours six months of year and 54 hours six months.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Brass Molders.								
<i>(See Molders.)</i>								
Brewery Workmen.								
<i>Brewers.</i>								
Boston (first men),	week	\$19.00	\$19.00	\$0.50	\$0.50	8	48	-
Boston,	week	17.00	17.00	.50	.50	8	48	-
Boston (machine operators),	week	15.50	15.50	.40	.40	8	48	-
Boston (packers),	week	15.50	15.50	.40	.40	8	48	-
Fall River,	week	{ 15.00 19.00 17.00	{ 15.00 19.00 17.00	.50	.50	8	48	-
Lawrence,	week	{ 20.00 18.00 19.00	{ 20.00 18.00 19.00	.50	.50	8	48	-
Lowell (first men),	week	18.00	18.00	.50	.50	8	48	-
New Bedford (foremen),	week	19.00	19.00	-	-	9	54	-
Pittsfield,	week	{ 19.00 20.00 17.00	{ 19.00 20.00 17.00	.50	.50	8	48	-
Worcester,	week	{ 20.00 22.00	{ 20.00 22.00	.50	.50	9	54	-
<i>Cellar Men.</i>								
Boston (first men),	week	19.00	19.00	.50	.50	8	48	-
Boston,	week	17.00	17.00	.50	.50	8	48	-
Holyoke,	week	19.00	19.00	.50	.50	8	48	-
Lowell,	week	18.00	18.00	.50	.50	8	48	-
New Bedford (first men),	week	20.00	20.00	.50	.50	{ 8- 9	48- 54	-
<i>Coopers.</i>								
Boston,	week	24.00	24.00	-	-	8	48	-
Springfield,	week	19.50	19.50	-	-	8	48	-
Worcester,	week	24.00	24.00	.75	1.00	8	48	-
<i>Engineers.</i>								
Fall River,	week	{ 19.00- 26.00 22.00	{ 19.00- 26.00 22.00	-	-	8	56	-
Lawrence,	week	{ 24.00 21.00 21.00	{ 24.00 21.00 21.00	.50	.50	8	56	-
New Bedford (assistant),	week	21.00	21.00	-	-	9	54	-
Springfield,	week	21.00	21.00	-	-	8	56	-
Worcester,	week	21.00	21.00	-	-	8	56	-
<i>Fermenting Room Men.</i>								
Boston (first men),	week	19.00	19.00	.50	.50	8	48	-
Boston,	week	17.00	17.00	.50	.50	8	48	-
Holyoke,	week	19.83	19.83	.50	.50	8	52	-
New Bedford,	week	{ 18.00- 20.00	{ 18.00- 20.00	.50	.50	{ 8- 9	48- 54	-
<i>Firemen.</i>								
Boston,	week	20.00	20.00	-	.83 $\frac{1}{3}$	8	48	-
Lawrence,	week	19.00	19.00	.50	.50	8	56	-
New Bedford,	week	18.00	18.00	-	-	9	54	-
Springfield,	week	18.00	18.00	-	-	8	56	-
<i>Floormen.</i>								
Boston,	week	18.00	18.00	.50	.50	9	54	-
<i>Kettlemen.</i>								
Boston,	week	16.00	16.00	-	-	9	54	-
Holyoke (first men),	week	19.00	19.00	.50	.50	8	48	-
Holyoke (second men),	week	17.00	17.00	.50	.50	8	48	-
Lawrence,	week	{ 16.00 17.00	{ 16.00 17.00	-	-	8	48	-
New Bedford (first men),	week	20.00	20.00	.50	.50	{ 8- 9	48- 54	-

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Brewery Workmen — Con.								
<i>Stablemen.</i>								
Boston (first men),	week	\$17.50	\$17.50	\$0.50	\$0.50	9	54	—
Boston,	week	16.00	16.00	.50	.50	9	54	—
Lawrence,	week	17.00	17.00	.50	.50	9	54½	—
<i>Teamsters.</i>								
Boston (depot),	week	17.50	17.50	.50	.50	9	54	—
Boston (route),	week	18.50	18.50	.50	.50	9	54	—
Lawrence,	week	{ 18.00— 20.00	{ 18.00— 20.00	{ .50 .50	.50	8	48	—
New Bedford,	week	18.00	18.00	.50	.50	9	54	—
Springfield,	week	{ 16.00— 19.00	{ 16.00— 19.00	{ — —	—	8	48	—
Worcester,	week	19.00	19.00	—	—	9	54	—
<i>Teamsters' Helpers.</i>								
Boston,	week	15.50	15.50	.50	.50	9	54	—
Lawrence,	week	16.00	16.00	.50	.50	8	48	—
New Bedford,	week	16.00	16.00	.50	.50	9	54	—
Worcester,	week	17.00	17.00	.50	.50	9	54	—
<i>Washhouse Men.</i>								
Boston (first men),	week	19.00	19.00	.50	.50	8	48	—
Boston,	week	17.00	17.00	.50	.50	8	48	—
Holyoke,	week	16.00	16.00	.50	.50	8	48	—
Lawrence,	week	{ 17.00 18.50	{ 17.00 18.50	{ — —	—	8	48	—
Lowell,	week	17.00	17.00	.50	.50	8	48	—
New Bedford (first men),	week	19.00	19.00	.50	.50	{ 8— 9	{ 48— 54	{ —
<i>Watchmen.</i>								
New Bedford,	week	18.00	18.00	—	—	9	54	—
<i>Miscellaneous Employees.</i>								
Boston,	week	{ 13.50 18.00	{ 13.50 18.00	{ .40 .50	{ .40 .50	{ 8— 9	{ 48— 54	{ —
New Bedford,	week	17.50	17.50	.50	.50	{ 8— 9	{ 48— 54	{ —
Bricklayers.								
(See Building Trades.)								
Bridge and Structural Iron Workers.								
(See Building Trades.)								
Buffers.								
(See Metal Polishers.)								
Building Laborers.								
(See Building Trades.)								

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
BUILDING TRADES.							
BRICKLAYERS.							
Attleborough,	\$0.55	\$24.20	—	\$1.10	8	44	12
Belmont, . . . . .	.65	28.60	\$1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Brockton, . . . . .	.60	26.40	1.20	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	—	—	8	48	—
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Fall River, . . . . .	.55	26.40	.82½	.82½	8	48	—
Fitchburg, . . . . .	.60	28.80	.90	1.20	8	48	—
Framingham, . . . . .	.60	26.40	.90	1.20	8	44	12
Gardner, . . . . .	.55	26.40	.82½	1.10	8	48	—
Gloucester, . . . . .	.50	24.00	.75	1.00	8	48	—
Great Barrington, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	—
Greenfield, . . . . .	.50	24.00	.75	1.00	8	48	—
Haverhill, . . . . .	.60	28.80	.90	1.20	8	48	3
Holyoke, . . . . .	.62½	27.50	.81¼	.81¼	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56¼	24.75	.84¾	1.12½	8	44	12
Leominster, . . . . .	.60	28.80	.90	1.20	8	48	—
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.60	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	—
Newton, . . . . .	.60	26.40	—	—	8	44	12
North Adams, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	—
Northampton, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	—
Pittsfield, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	24.20	.82½	1.10	8	44	12
Quincy, . . . . .	.65	28.60	.97½	1.30	8	44	12
Salem, . . . . .	.65	31.20	—	1.30	8	48	5
Springfield, . . . . .	.60	26.40	1.20	1.20	8	44	12
Taunton, . . . . .	.55	26.40	.82½	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Webster, . . . . .	.43¾	21.00	—	—	8	48	—
Westfield, . . . . .	.55	26.40	—	—	8	48	—
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn, . . . . .	.60	26.40	1.20	1.20	8	44	12
Worcester, . . . . .	.60	28.80	.90	1.20	8	48	5
BRIDGE AND STRUCTURAL IRON WORKERS.							
Boston, . . . . .	.56¼	24.75	.84¾	1.12½	8	44	12
Worcester, . . . . .	.56¼	27.00	.84¾	1.12½	8	48	4
<i>Helpers.</i>							
Boston, . . . . .	.42	18.48	.63	.84	8	44	12
Worcester, . . . . .	.42	20.16	.63	.84	8	48	4
BUILDING LABORERS.							
Attleborough, . . . . .	.25	12.00	—	—	8	48	—
Boston (English), . . . . .	.35	16.80	.52½	.70	8	48	7
Boston (Italian), . . . . .	.35	16.80	.52½	.70	8	48	—
Brockton, . . . . .	.38	16.72	.76	.76	8	44	12
Brookline, . . . . .	.35	15.40	—	—	8	44	12
Cambridge, . . . . .	.35	15.40	.52½	.52½	8	44	12
Easthampton, . . . . .	.37½	18.00	.75	.75	8	48	—
Haverhill, . . . . .	.31¼	15.00	—	—	8	48	—

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
BUILDING LABORERS — <i>Con.</i>							
Lawrence,	\$0.37½	\$16.50	\$0.75	\$0.75	8	44	12
Lowell, . . . . .	.30	13.20	.45	.60	8	44	12
Lynn, . . . . .	.33	14.52	.49½	.66	8	44	12
Newton, . . . . .	.40	17.60	.80	.80	8	44	12
North Adams, . . . . .	.35	15.40	.52½	.70	8	44	12
Northampton, . . . . .	.28⅛	13.50	—	—	8	48	—
Pittsfield, . . . . .	.35	16.80	—	—	8	48	—
Quincy, . . . . .	.35	15.40	.52½	.70	8	44	12
Salem, . . . . .	.16⅔	9.00	—	—	9	54	—
Sharon, . . . . .	.38	16.72	—	—	8	44	12
Springfield, . . . . .	.37½	18.00	.56¼	.75	8	48	6
Taunton, . . . . .	.25	13.50	.37½	.50	9	54	—
Waltham, . . . . .	.35	15.40	.70	.70	8	44	12
Worcester, . . . . .	.37½	16.50	.75	.75	8	48	—
	.25	12.00	—	—	8	48	—
	.35	15.40	—	—	8	44	12
	.35	16.80	.52½	.70	8	48	6
<i>Cement and Asphalt Workers.</i>							
Boston (helpers), . . . . .	.45	21.60	.67½	.90	8	48	—
Boston (laborers), . . . . .	.35	16.80	.52½	.70	8	48	—
Lynn (helpers), . . . . .	.32½	14.30	.48¾	.48¾	8	44	12
Lynn (laborers), . . . . .	.25	11.00	.37½	.37½	8	44	12
<i>Excavators.</i>							
Boston (English), . . . . .	.30	13.20	—	—	8	44	12
Boston (Italian), . . . . .	.30	14.40	—	—	8	48	—
<i>Mason Tenders.</i>							
Boston (English), . . . . .	.35	15.40	—	—	8	44	12
Boston (Italian), . . . . .	.35	15.40	—	—	8	44	12
Brockton, . . . . .	.32¼ ₁₂	15.40	.64⅙	.64⅙	8	48	5
Holyoke, . . . . .	.37½	16.50	.75	.75	8	44	12
Lawrence, . . . . .	.28⅛	12.38	.56¼	.56¼	8	44	12
Lynn, . . . . .	.37½	16.50	.75	.75	8	44	12
Westfield, . . . . .	.31¼	15.00	—	—	8	48	—
<i>Plasterers' Tenders.</i>							
Boston, . . . . .	.40	17.60	.80	—	8	44	12
Haverhill, . . . . .	.31¼	15.00	—	—	8	48	—
Lawrence, . . . . .	.37½	16.50	.75	.75	8	44	12
Lynn, . . . . .	.40	17.60	.80	.80	8	44	12
Somerville, . . . . .	.40	17.60	—	—	8	44	12
CABLE SPLICERS.							
Boston (head cablemen), . . . . .	.47⅞	25.80	.71⅔	.71⅔	9	54	14
Boston, . . . . .	.44⅞	24.00	.66⅔	.66⅔	9	54	14
Boston (apprentices), . . . . .	.17	9.18	.25½	.25½	9	54	—
Boston (helpers), . . . . .	.22—	11.88—	.33—	.33—	9	54	—
	.30	16.20	.45	.45	9	54	—
CARPENTERS.							
<i>House Carpenters.</i>							
Adams, . . . . .	.42	20.16	.63	.84	8	48	—
Amesbury, . . . . .	.34⅔	16.50	—	—	8	48	—
Amherst, . . . . .	.31¼	15.00—	.31¼	.31¼	8	48	—
Andover, . . . . .	.34⅔	16.50	.34⅔	.34⅔	8	48	—
Arlington, . . . . .	.35	16.80	.52½	.70	8	48	—
Athol, . . . . .	.47¾	21.01	.95½	.95½	8	44	12
Attleborough, . . . . .	.34⅔	16.50—	.51½	.51½	8	48	—
	.40⅔	19.50	.81¼	.81¼	8	48	—
	.38	18.24	—	—	8	48	—

1 Time made up during the week for four summer months.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
CARPENTERS — <i>Con.</i>							
<i>House Carpenters — Con.</i>							
Beverly,	\$0.47 ³ / ₄	\$21.01	—	—	8	44	12
Boston, . . . . .	.50	22.00	\$1.00	\$1.00	8	44	12
Braintree, . . . . .	.50	22.00	.75	1.00	8	44	12
Bridgewater, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Brockton, . . . . .	.50	22.00	{ 1.75 1.00 }	1.00	8	44	12
Brookline, . . . . .	.50	22.00	1.00	1.00	8	44	12
Cambridge, . . . . .	.50	22.00	1.00	1.00	8	44	12
Canton, . . . . .	.47 ³ / ₄	21.01	.95 ¹ / ₂	.95 ¹ / ₂	8	44	12
Chelsea, . . . . .	.50	22.00	—	—	8	44	12
Chicopee, . . . . .	.44 ¹ / ₃	19.50	.66 ¹ / ₂	.88 ² / ₃	8	44	12
Clinton, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Cohasset, . . . . .	.50	22.00	.75	1.00	8	44	12
Concord, . . . . .	.44 ⁸ / ₁₁	19.68	.67 ¹ / ₁₁	.89 ⁵ / ₁₁	8	44	12
Danvers, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Dedham, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Easthampton, . . . . .	.37 ¹ / ₂	18.00	—	—	8	48	—
Easton, . . . . .	.50	22.00	.75	1.00	8	44	12
Essex, . . . . .	.41	19.68	.61 ¹ / ₂	{ 2.82 1.23 }	8	48	6
Everett, . . . . .	.50	22.00	1.00	1.00	8	44	12
Fall River, . . . . .	.42	20.16	.63	.84	8	48	—
Fitchburg, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	—
Foxborough, . . . . .	.35	16.80	—	—	8	48	—
Gardner,	{ .35 .37 ¹ / ₂ }	{ 16.80 18.00 }	{ .52 ¹ / ₂ .56 ¹ / ₄ }	{ .70 .75 }	8	48	—
Gloucester, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	{ 3.95 ¹ / ₂ 1.43 ¹ / ₄ }	8	44	12
Great Barrington, . . . . .	.42	20.16	.63	.84	8	48	—
Greenfield, . . . . .	.37 ¹ / ₂	18.00	.56 ¹ / ₄	.75	8	48	—
Hamilton, . . . . .	.47 ³ / ₄	21.01	{ 4.71 ⁵ / ₈ .95 ¹ / ₂ }	{ 5.95 ¹ / ₂ 1.43 ¹ / ₄ }	8	44	12
Haverhill, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	6 48	—
Hingham, . . . . .	.50	22.00	.75	1.00	8	44	12
Holyoke, . . . . .	.41	18.04	.63	.82	8	44	12
Hudson, . . . . .	.33 ¹ / ₃	18.00	.50	.66 ² / ₃	9	54	—
Hull, . . . . .	.50	22.00	1.00	1.00	8	44	12
Ipswich, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Lawrence, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Lee, . . . . .	.42	20.16	—	—	8	48	—
Lenox, . . . . .	.42	20.16	—	—	8	48	—
Leominster, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	—
Lowell, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Lynn, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Malden, . . . . .	.50	22.00	—	—	8	44	12
Manchester, . . . . .	.47 ³ / ₄	21.01	.95 ¹ / ₂	.95 ¹ / ₂	8	44	12
Mansfield, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	4
Marblehead, . . . . .	.47 ³ / ₄	21.01	—	—	8	44	12
Marion, . . . . .	.41	19.68	.61 ¹ / ₂	.61 ¹ / ₂	8	48	—
Marlborough, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Maynard,	{ .31 ¹ / ₄ .34 ³ / ₈ }	{ 13.75 15.12 ¹ / ₂ }	{ .46 ⁷ / ₈ .51 ¹ / ₂ }	{ .46 ⁷ / ₈ .51 ¹ / ₂ }	8	44	12
Medford, . . . . .	.50	22.00	—	—	8	44	12
Melrose, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Methuen, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Middleborough, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Milford, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Milton, . . . . .	.50	22.00	—	—	8	44	12
Nahant, . . . . .	.50	22.00	.75	1.00	8	44	12
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12

1 Time and one-half from 5 p.m. to 10 p.m. and double time from 10 p.m. to 7 a.m.
2 On holidays, 82 cents, on Sundays and Labor Day, \$1.23.
3 Double time holidays, triple time Sundays.
4 Time and one-half before 10 p.m., double time thereafter.
5 Double time holidays, triple time Sundays, no work on Labor Day.
6 Saturday half-holiday granted in some instances if time is made up on other days.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
CARPENTERS — Con.							
<i>House Carpenters — Con.</i>							
Needham,	\$0.50	\$22.00	\$0.75	\$1.00	8	44	12
New Bedford, . . . . .	.42	20.16	.63	.84	8	48	—
Newburyport, . . . . .	.40	18.80	.60	.80	8½	47	12
Newton, . . . . .	.50	22.00	1.00	1.00	8	44	12
North Adams, . . . . .	.42	20.16	—	—	8	48	—
Northampton, . . . . .	.40⅝	19.50	.61	.81¼	8	48	—
North Attleborough, . . . . .	.41	18.04	.61½	.82	8	44	12
Norwood, . . . . .	.47¾	21.01	.95½	.95½	8	44	12
Pittsfield, . . . . .	.44⅓	19.50	.66½	.88⅔	8	44	12
Plymouth, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	—
Quincy, . . . . .	.50	22.00	1.00	1.00	8	44	12
Randolph, . . . . .	.45	19.80	.67½	.67½	8	44	12
Reading, . . . . .	.25— .47¾	12.00— 22.92	.37½— .71⅝	.50— .95½	8	44 48	10 —
Revere, . . . . .	.50	22.00	1.00	1.00	8	44	12
Rockland, . . . . .	.50	22.00	.75	1.00	8	44	12
Salem, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Saugus, . . . . .	.50	22.00	.75	1.00	8	44	12
Sharon, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Somerville, . . . . .	.50	22.00	1.00	1.00	8	44	12
Southbridge, . . . . .	.34⅔— .43¾	16.50— 21.00	—	—	8	48	—
South Framingham, . . . . .	.45	19.80	—	—	8	44	12
Springfield, . . . . .	.44⅓	19.50	.66½	.88⅔	8	44	12
Stoneham, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Stoughton, . . . . .	.50	22.00	.75	1.00	8	44	12
Taunton, . . . . .	.37½	18.00	—	—	8	48	—
Wakefield, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Walpole, . . . . .	.47¾	21.01	.71⅝	.71⅝	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Ware, . . . . .	.31¼— .34⅔	15.00— 16.50	.46⅔— .51½	.46⅔— .51½	8	48	—
Wareham, . . . . .	.41	19.68	.61½	.61½	8	48	—
Webster, . . . . .	.34⅔	16.50	—	—	8	48	—
Wenham, . . . . .	.47¾	21.01	1.71⅝ .95½	2.95½ 1.43¼	8	44	12
Westborough, . . . . .	.37½ .40	18.00 19.20	—	—	8	48	—
Westfield, . . . . .	.41	19.68	.82	.82	8	48	6
Whitman, . . . . .	.50	22.00	.75	1.00	8	44	12
Williamstown, . . . . .	.43¾	21.01	.65⅝	.87½	8	48	—
Winchester, . . . . .	.47¾	21.01	3.71⅝ .95½	.95½	8	44	12
Winthrop, . . . . .	.50	22.00	1.00	1.00	8	44	12
Worcester, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
<i>Floorlayers.</i>							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
<i>Stairbuilders.</i>							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
<i>Wharf and Bridge Carpenters.</i>							
Boston, . . . . .	.37½ .43¾	16.50 19.50	.75 .87½	.75 .87½	8	44	12
Franklin, . . . . .	.27	16.20	.33¾	.33¾	10	60	—
Taunton, . . . . .	.25 .27	15.00 16.20	.25 .27	.31¼ .33¾	10	60	—

¹ Time and one-half before 10 P.M., double time thereafter.² Double time holidays, triple time Sundays.³ Time and one-half from 5 P.M. to midnight, then double time.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
CEMENT WORKERS.							
<i>Finishers.</i>							
Boston,	\$0.60	\$26.40	\$0.90	\$1.20	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Worcester,	—	—	1—	2—	9	54	—
<i>Helpers.</i>							
Boston, . . . . .	.45	19.80	.67½	.90	8	44	12
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
<i>Laborers.</i>							
Boston, . . . . .	.35	15.40	.52½	.70	8	44	12
Lynn, . . . . .	.35	15.40	.52½	.70	8	44	12
DECORATORS.							
Amherst, . . . . .	.27¾	15.00	—	—	9	54	—
Attleborough, . . . . .	.43¾	19.25	.65⅝	.65⅝	8	44	12
Boston, . . . . .	.55	24.20	1.10	1.10	8	44	12
Brockton, . . . . .	.47	20.68	.94	.94	8	44	12
Brookline, . . . . .	.55	24.20	1.10	1.10	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.35	16.80	—	—	8	48	—
Chelsea, . . . . .	.62½	22.50	1.25	1.25	8	44	12
Clinton, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Concord, . . . . .	.41	18.04	.61½	.82	8	44	12
Fall River, . . . . .	.45	19.80	.67½	.90	8	44	12
Great Barrington, . . . . .	.40⅝	19.50	.61	.81¼	8	48	—
Lowell, . . . . .	.34⅜	16.50	.51½	.68¾	8	48	—
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
Malden, . . . . .	.37½	16.50	.75—	.75—	8	44	12
Manchester, . . . . .	.41	18.04	.82	.82			
Marlborough, . . . . .	.41	18.04	—	—	8	44	12
Medford, . . . . .	.37½	18.00	—	—	8	48	—
Medford, . . . . .	.45	21.60	—	—	8	48	3
Milford, . . . . .	.35	16.80	.52½	.70	8	48	—
New Bedford, . . . . .	.43¾	19.25	.65⅝	.87½	8	44	12
New Bedford (gilders), . . . . .	.40⅝	17.87½	.61	.81¼	8	44	12
New Bedford (glaziers), . . . . .	.37½	16.50	.56¼	.75	8	44	12
New Bedford (grainers), . . . . .	.43¾	19.25	.65⅝	.87½	8	44	12
Newton, . . . . .	.37½	18.00	—	—	8	48	—
North Adams, . . . . .	.37½	16.50	.56¼	.75	8	44	12
Pittsfield, . . . . .	.40⅝	19.50	.81¼	.81¼	8	48	—
Plymouth, . . . . .	.31¼	15.00	—	—	8	48	—
Quincy, . . . . .	.41	18.04	.61½	.61½	8	44	12
Rockland, . . . . .	.34⅜	16.50	—	—	8	48	—
Salem, . . . . .	.41	18.04	.61½	.82	8	44	12
Somerville, . . . . .	.37½	18.00	—	—	8	48	—
Springfield, . . . . .	.41	18.04	—	—	8	44	12
Taunton, . . . . .	.37½	18.00	—	—	8	48	—
Webster, . . . . .	.28⅙	13.50	—	—	8	48	—
Wellesley, . . . . .	.32	14.08	.48	.48	8	44	12
Westborough, . . . . .	.34⅜	16.50	.68¾	.68¾	8	48	4
Westfield, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Worcester, . . . . .	.43⅞	19.20	.65⅝	.87⅞	8	44	12
ELECTRICAL WORKERS.							
<i>Inside Wiremen.</i>							
Beverly, . . . . .	.46	20.24	.69	.92	8	44	12
Boston, . . . . .	.55	24.20	—	—	8	44	12
Brockton, . . . . .	.50	22.00	.75	1.00	8	44	12
Fall River, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Haverhill, . . . . .	.37½	18.00	.56¼	.75	8	48	5
Holyoke, . . . . .	.37½	18.00	—	—	8	48	—
Lowell, . . . . .	.31¼	15.00	.46⅞	.46⅞	8	48	—
Lowell (mill workers), . . . . .	.25	13.50	.31¼	.31¼	9¾	54	12

1 Regular rate.

2 Time and one-half.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
ELECTRICAL WORKERS—Con.							
<i>Inside Wiremen—Con.</i>							
Lynn,	\$0.43¾	\$19.47	\$0.65⅝	\$0.87½	8	44½	12
Marlborough, . . . . .	.40	19.20	—	—	8	48	3
New Bedford, . . . . .	.43⅔	19.21	.65½	.87⅓	8	44	12
North Adams,	{ .37½— .43¾	18.00— 21.00	.56¼— .65⅝	.75— .87½	{ 8	48	—
Pittsfield, . . . . .	.43¾	21.00	{ 1.65⅝ .87½ }	.87½	8	48	5
Quincy, . . . . .	.45	19.80	.90	.90	8	44	12
Salem, . . . . .	.46	20.24	{ 1.79 .92 }	.92	8	44	12
Springfield, . . . . .	.43	18.92	{ 2.64½ .86 }	.86	8	44	12
Worcester, . . . . .	.42½	20.40	.63¾	.85	8	48	3
<i>Inside Wiremen's Helpers.</i>							
Boston, . . . . .	.25	11.00	.50	.50	8	44	12
Fall River, . . . . .	.25	12.00	.37½	.50	8	48	—
Pittsfield,	—	13.50	—	—	8	48	—
Salem, . . . . .	.25	11.00	{ 2.37½ .50 }	.50	8	44	12
Worcester, . . . . .	.25	12.00	—	—	8	48	—
<i>Linemen.</i>							
Boston,	{ .36⅙ .37½ .43¾	{ 18.00 19.50 20.25 21.00	{ .54⅙ .56¼ .65⅝	.54⅙ .56¼ .65⅝	{ 8 9	48 54	{ —
Fall River, . . . . .	.33⅓	18.00	.50	.66⅔	9	54	—
Lawrence,	—	16.50	—	—	9	54	3
North Adams,	{ .22⅔— .33⅓	12.00— 18.00	.33⅓— .50	.44⅔— .66⅔	{ 9	54	—
Springfield,	{ .27⅞— .33⅓	15.00— 18.00	.41⅔— .50	.41⅔— .50	{ 9	54	—
Worcester, . . . . .	.31⅔	17.10	.31⅔	.47⅓	9	54	—
ELEVATOR CONSTRUCTORS.							
Boston, . . . . .	.56¼	24.75	1.12½	1.12½	8	44	12
<i>Helpers.</i>							
Boston, . . . . .	.37½	16.50	.75	.75	8	44	12
GASFITTERS.							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
Brockton, . . . . .	.54	23.10	1.08	1.08	8	44	12
Gloucester, . . . . .	.40⅝	19.50	.81¼	.81¼	8	48	3
Haverhill, . . . . .	.43¾	21.00	.87½	.87½	8	48	3
Lenox, . . . . .	.40⅝	17.87½	.61	.81¼	8	44	12
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12
Northampton, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	3
Pittsfield,	{ .43¾— .50	19.25— 22.00	.65⅝— .75	.87½— 1.00	{ 8	44	12
Quincy, . . . . .	.43¾	21.00	—	—	8	48	—
Springfield, . . . . .	.54½	23.98	1.09	1.09	8	44	12
HOISTING AND PORTABLE ENGINEERS.							
Boston,	3.569½	25.00	.85¼	1.13½	8	44	12
Holyoke, . . . . .	.33⅓	21.00	.66⅔	.66⅔	9	63	—
Lawrence, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Lowell, . . . . .	.37½	18.00	.55	.55	8	48	—
Lynn, . . . . .	.38⅞	21.00	.58⅓	.77⅞	9	54	0

1 Time and one-half to 8 P.M., double time thereafter.

2 For broken time 65 cents an hour.

2 Time and one-half to 9 P.M., double time thereafter.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
HOISTING AND PORTABLE ENGINEERS—<i>Con.</i>							
New Bedford,	\$0.41	\$19.68	\$0.61½	\$0.82	8	48	—
Quincy, . . . . .	.31¼	15.00	.46⅞	.62½	8	48	—
Rockport, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Salem, . . . . .	.28	13.44	.42	.42	8	48	—
Springfield,	—	18.00	—	—	8	48	4
Worcester, . . . . .	.45	21.60	.67½	.90	9	54	—
	.40	19.20	—	—	8	48	—
HOUSESMITHS. (<i>See Bridge and Structural Iron Workers.</i>)							
INSULATORS AND ABESTOS WORKERS.							
Boston, . . . . .	.43¾	21.00	.87½	.87½	8	48	—
LATHERS.							
Boston, . . . . .	.55	24.20	1.10	1.10	8	44	12
Brockton, . . . . .	.50	22.00	—	—	8	44	12
Fall River, . . . . .	.40	19.20	.45	.45	8	48	—
Holyoke, . . . . .	.45	19.80	.90	.90	8	44	12
Lawrence, . . . . .	.47	22.50	—	—	8	48	8
Lowell, . . . . .	.43¾	19.25	.65⅝	.87½	8	44	12
Lynn, . . . . .	.56¼	24.75	—	—	8	44	12
New Bedford, . . . . .	.37½	18.00	.56¼	.56¼	8	48	—
Pittsfield, . . . . .	.55	24.20	—	—	8	44	12
Quincy, . . . . .	.56¼	24.75	1.12½	1.12½	8	44	12
Salem, . . . . .	.47	20.68	.70½	.94	8	44	12
Springfield,	—	—	—	—	8	44	12
Waltham, . . . . .	.50	22.00	—	—	8	44	12
MARBLE SETTERS.							
Boston, . . . . .	.50	24.00	—	—	8	48	—
PAINTERS.							
Amherst,	—	15.00	—	—	9	54	—
Attleborough, . . . . .	.37½	16.50	.56¼	.56¼	8	44	12
Beverly, . . . . .	.41	18.04	.61½	.82	8	44	12
Boston, . . . . .	.50	22.00	1.00	—	8	44	12
Boston (Hebrew), . . . . .	.45½	20.02	.91	.68¼	8	44	12
Brockton, . . . . .	.47	20.68	.94	.94	8	44	12
Brookline, . . . . .	.50	22.00	1.00	1.00	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.41	18.04	—	—	8	44	12
Chelsea, . . . . .	.43¾	19.25	.87½	.87½	8	44	12
Chicopee, . . . . .	.41	18.04	.61½	.82	8	44	12
Clinton, . . . . .	.37½	18.00	.56¼	.75	8	48	—
Concord, . . . . .	.41	18.04	.61½	.82	8	44	12
Easton, . . . . .	.37½	16.50	.56¼	.75	8	44	12
Fall River, . . . . .	.37½	16.50	.56¼	.75	8	44	12
Fitchburg, . . . . .	.35	16.80	.52½	.52½	8	48	—
Framingham, . . . . .	.41	18.04	.61½	.82	8	44	12
Gloucester, . . . . .	.41	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40⅝	19.50	.61	.81¼	8	48	—
Greenfield, . . . . .	.34⅝	16.50	—	—	8	48	—
Haverhill, . . . . .	.35	16.80	.52½	.70	8	48	—
Hingham, . . . . .	.37½	18.00	.56¼	.75	8	44	12
Holyoke, . . . . .	.41	18.04	.61½	.82	8	44	12

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
PAINTERS — <i>Con.</i>							
Lawrence,	\$0.38 $\frac{1}{4}$	\$16.83	\$0.57 $\frac{3}{8}$	\$0.76 $\frac{1}{2}$	8	44	12
Lenox, . . . . .	.44	19.36	.66	.88	8	44	12
Leominster, . . . . .	.35	16.80	.70	.70	8	48	—
Lowell, . . . . .	.34 $\frac{3}{8}$	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	—
Lynn, . . . . .	.45	19.80	.67 $\frac{1}{2}$	.90	8	44	12
Malden,	{ .37 $\frac{1}{2}$ —	16.50—	.75—	.75—	} 8	44	12
	.41	18.04	.82	.82			
Manchester, . . . . .	.41	18.04	—	—	8	44	12
Marblehead, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Marlborough, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Medford, . . . . .	.41	18.04	.82	.82	8	44	12
Milford,	{ .37 $\frac{1}{2}$ —	18.00—	—	.75—	} 8	48	—
	.50	24.00	—	1.00			
Milton, . . . . .	.41	19.68	—	—	8	48	—
New Bedford, . . . . .	.35	16.80	.52 $\frac{1}{2}$	.70	8	48	—
Newton, . . . . .	.41	18.04	.82	.82	8	44	12
North Adams, . . . . .	.37 $\frac{1}{2}$	16.50	.56 $\frac{1}{4}$	.75	8	44	12
Northampton, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Norwood, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Pittsfield, . . . . .	.40 $\frac{5}{8}$	19.50	—	—	8	48	—
Plymouth, . . . . .	.31 $\frac{1}{4}$	15.00	—	—	8	48	—
Quincy, . . . . .	.41	18.04	—	.82	8	44	12
Rockland, . . . . .	.34 $\frac{3}{8}$	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	—
Salem, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.61 $\frac{1}{2}$	8	44	12
Somerville, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Southbridge, . . . . .	.28 $\frac{1}{8}$	13.50	.28 $\frac{1}{8}$	.42 $\frac{3}{16}$	8	48	—
Springfield, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Taunton, . . . . .	.35	16.80	.52 $\frac{1}{2}$	.70	8	48	—
Waltham, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Ware, . . . . .	.31 $\frac{1}{4}$	15.00	.46 $\frac{7}{8}$	.62 $\frac{1}{2}$	8	48	—
Webster, . . . . .	.28 $\frac{1}{8}$	13.50	—	—	8	48	—
Wellesley, . . . . .	.32	14.08	.48	.48	8	44	12
Westborough, . . . . .	.34 $\frac{3}{8}$	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	—
Westfield, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Williamstown, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Worcester, . . . . .	.43 $\frac{7}{11}$	19.20	.65 $\frac{9}{11}$	.87 $\frac{9}{11}$	8	44	12
Hardwood Finishers.							
Boston, . . . . .	.33	16.50	.49 $\frac{1}{2}$	.66	9	50	12
PAPERHANGERS.							
Amherst,	—	15.00	—	—	9	54	—
Attleborough, . . . . .	.37 $\frac{1}{2}$	16.50	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	44	12
Boston, . . . . .	.45 $\frac{1}{2}$	20.02	.68 $\frac{1}{4}$	.91	8	44	12
Brockton,	1—	1—	—	—	8	44	12
Brookline, . . . . .	.62 $\frac{1}{2}$	27.50	1.25	1.25	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.35	16.80	—	—	8	48	—
Chelsea,	1—	1—	—	—	—	—	—
Chicopee, . . . . .	.37 $\frac{1}{2}$	18.00	—	—	8	48	—
Clinton, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Concord, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Fall River,	1—	1—	—	—	8	44	12
Fitchburg,	1—	1—	—	—	8	48	—
Gloucester, . . . . .	.37 $\frac{1}{2}$	18.00	.56 $\frac{1}{4}$	.75	8	48	—
Great Barrington, . . . . .	.40 $\frac{5}{8}$	19.50	.61	.81 $\frac{1}{4}$	8	48	—
Hingham, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Holyoke, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Lawrence, . . . . .	.41	18.04	.61 $\frac{1}{2}$	.82	8	44	12
Lowell, . . . . .	.34 $\frac{3}{8}$	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	—
Lynn, . . . . .	.45	19.80	.67 $\frac{1}{2}$	.90	8	44	12
Malden,	{ .37 $\frac{1}{2}$ —	16.50—	.75—	.75—	} 8	44	12
	.41	18.04	.82	.82			
Manchester, . . . . .	.41	18.04	—	—	8	44	12

¹ Piece work.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
PAPERHANGERS—<i>Con.</i>							
Milford,	{ \$0.37½- .50	\$18.00- 24.00	- -	\$0.75- 1.00	{ 8	48	-
New Bedford,	{ .37½- .62½	16.50- 27.50	\$0.56¼- .93¼	.75- 1.25	{ 8	44	12
Newton, . . . . .	.37½	18.00	-	-	8	48	-
North Adams, . . . . .	.37½	16.50	.56¼	.75	8	44	12
Northampton, . . . . .	.37½	18.00	.56¼	.75	8	48	-
Norwood, . . . . .	.41	18.04	.61½	.82	8	44	12
Pittsfield,	{ .40⅝- .43¾	19.50- 21.00	.81¼- .87½	.81¼- .87½	{ 8	48	-
Plymouth,	{ .31¼- .34⅝	15.00 16.50	-	-	8	48	-
Salem, . . . . .	.43¾	19.25	-	-	8	44	12
Southbridge, . . . . .	.28⅝	13.50	.28⅝	.42¾ ¹⁶	8	48	-
Springfield, . . . . .	.41	18.04	.61½	.82	8	44	12
Taunton, . . . . .	.34⅝	16.50	-	-	8	48	-
Ware, . . . . .	.34⅝	18.00	.51½	.68¾	8	48	-
Webster, . . . . .	.28⅝	13.50	-	-	8	48	-
Wellesley, . . . . .	.32	14.08	.48	.48	8	44	12
Westborough, . . . . .	.34⅝	16.50	.51½	.68¾	8	48	-
Westfield, . . . . .	.37½	18.00	.56¼	.75	8	48	-
Worcester,	1-	1-	1-	-	8	48	-
PAVERS.							
Boston,	{ .50- .75	24.00- 36.00	.75- 1.12½	.75- 1.12½	{ 8	48	-
<i>Rammermen.</i>							
Boston, . . . . .	.43¾	21.00	-	-	8	48	-
PLASTERERS.							
Attleborough, . . . . .	.55	24.20	-	1.10	8	44	12
Belmont, . . . . .	.65	28.60	1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Boston, . . . . .	.65	28.60	-	1.20	8	44	12
Brockton, . . . . .	.60	26.40	1.20	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	-	-	8	48	-
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Fall River, . . . . .	.55	26.40	.82½	.82½	8	48	-
Fitchburg, . . . . .	.55	26.40	-	-	8	48	-
Framingham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Gardner, . . . . .	.55	26.40	.82½	1.10	8	48	-
Gloucester, . . . . .	.50	24.00	.75	1.00	8	48	-
Great Barrington, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	-
Greenfield, . . . . .	.50	24.00	.75	1.00	8	48	-
Holyoke, . . . . .	.62½	27.50	.81¼	.81¼	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56¼	24.75	.84⅝	1.12½	8	44	12
Leominster, . . . . .	.60	28.80	.90	1.20	8	48	-
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.55	24.20	.82½	1.10	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.60	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	-
Newton, . . . . .	.65	28.60	.97½	1.30	8	44	12
North Adams, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	-
Pittsfield, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	24.20	.82½	1.10	8	44	12
Quincy, . . . . .	.65	28.60	.97½	1.30	8	44	12
Salem, . . . . .	.65	31.20	-	1.30	8	48	5
Somerville, . . . . .	.65	28.60	1.30	1.30	8	44	12

¹ Piece work.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
PLASTERERS— <i>Con.</i>							
Springfield,	\$0.60	\$26.40	\$1.20	\$1.20	8	44	12
Taunton, . . . . .	.55	26.40	.82½	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Worcester, . . . . .	.60	28.80	.90	1.20	8	48	5
PLASTERERS' TENDERS.							
Boston, . . . . .	.41½	18.26	{ 1.62¼ .83 }	.83	8	44	12
PLUMBERS.							
Attleborough,	{ .43¾ .50	21.00— 24.00	.87½— 1.00	.87½— 1.00	8	48	—
Beverly, . . . . .	.55	24.20	.82½	1.10	8	44	12
Boston, . . . . .	.60	26.40	1.20	1.20	8	44	12
Brockton, . . . . .	.56¼	24.75	1.12½	1.12½	8	44	12
Fall River, . . . . .	.43¾	21.00	.87½	.87½	8	48	—
Fitchburg, . . . . .	.43¾	21.00	.87½	.87½	8	48	—
Gloucester, . . . . .	.40⅝	19.50	.81¼	.81¼	8	48	8
Haverhill, . . . . .	.43¾	21.00	.87½	.87½	8	48	3
Holyoke (Junior), . . . . .	.31¼	13.75	.62½	.62½	8	44	12
Holyoke (Senior), . . . . .	.44	19.36	.88	.88	8	44	12
Lawrence, . . . . .	.43¾	21.00	.87½	.87½	8⅔	48	3
Lenox, . . . . .	.40⅝	17.87½	.61	.81¼	8	44	12
Leominster, . . . . .	.50	24.00	.75	1.00	8	48	—
Lowell, . . . . .	.47	20.68	.94	.94	8	44	12
Lynn, . . . . .	.60	26.40	1.20	1.20	8	44	12
Malden, . . . . .	.51¼	22.55	.76⅞	1.02½	8	44	12
Marlborough, . . . . .	.50	24.00	—	—	8	48	4
Milford, . . . . .	.43¾	21.00	2.65⅝	.87½	8	48	—
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12
New Bedford, . . . . .	.45½	21.84	{ 3.68¼ .91 }	.91	8	48	—
Newton, . . . . .	.55	24.20	1.10	1.10	8	44	12
Northampton, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	3
Pittsfield,	{ .43¾ .50	19.25— 22.00	.65⅝— .75	.87½— 1.00	8	44	12
Quincy, . . . . .	.50	22.00	1.00	1.00	8	44	12
Springfield, . . . . .	.54½	23.98	1.09	1.09	8	44	12
Wakefield, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Webster, . . . . .	.38⅝	21.00	—	—	9	54	—
Woburn, . . . . .	.47¾	21.01	.71⅝	.95½	8	44	12
Worcester, . . . . .	.56¼	24.75	1.12½	1.12½	8	44	12
ROAD ROLLING ENGINEERS.							
Salem, . . . . .	.40	21.60	—	—	9	54	—
ROOFERS.							
Boston,	{ .25— .52½	12.00— 25.20	.37½— .78¾	—	8	48	—
Brockton, . . . . .	.55	24.20	1.10	1.10	8	44	12
Holyoke, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	—
Lynn (composition), . . . . .	.43¾	19.25	.65⅝	.87½	8	44	12
Lynn (slate and tile), . . . . .	.55	24.20	.82½	1.10	8	44	12
Pittsfield, . . . . .	.37½	18.00	—	—	8	48	—
Springfield, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	—
<i>Helpers.</i>							
Brockton, . . . . .	.37½	16.50	.75	.75	8	44	12
Lynn, . . . . .	.31¼	13.75	.46⅞	.62½	8	44	12

1 Saturday afternoon, 62¼ cents; evenings, 83 cents.
2 Double time after midnight.
3 Time and one-half until 9 P.M., double time thereafter.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
SHEET METAL WORKERS.							
Boston,	\$0.52½	\$23.10	-	-	8	44	-
Brockton, . . . . .	.50	22.00	\$1.00	\$1.00	8	44	12
Fall River, . . . . .	.34¾	16.50	-	-	8	48	-
Holyoke, . . . . .	.44	19.36	.44	.88	8	44	12
Lawrence,	-	15.00	-	-	9	54	-
Lowell, . . . . .	.43¾	21.00	.65⅝	.87½	8¾	48	12
Lynn, . . . . .	.60	26.40	1.60 1.20 2.50	1.20	8	44	12
Malden, . . . . .	.50	24.00	.75 1.00	1.00	8	48	-
Marlborough, . . . . .	.50	24.00	1.00	1.00	8	48	4
Natick, . . . . .	.31¼	15.00	.62½	.62½	8	48	5
Northampton, . . . . .	.47	22.56	.94	.94	8	48	3
Quincy, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	-
Springfield, . . . . .	.25	13.50	.37½	.50	9	54	-
Webster, . . . . .	.30⅝	16.50	.45⅝	.61⅙	8	44	12
Worcester, . . . . .	.33⅓	18.00	.50	.66⅔	9	54	-
Worcester, . . . . .	.47¾	21.01	.71⅝	.95½	8	48	-
Worcester, . . . . .	.33⅓	18.00	-	-	9	54	-
Worcester, . . . . .	.37½	18.00	.56¼	.75	8	48	-
SIGN PAINTERS.							
Boston, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Brockton, . . . . .	.50	22.00	1.00	1.00	8	44	12
Chelsea, . . . . .	.50	22.00	1.00	1.00	8	44	12
Lowell, . . . . .	.34¾	16.50	.51½	.68¾	8	48	-
Plymouth, . . . . .	.43¾	21.00	-	-	8	48	-
Springfield, . . . . .	.50	22.00	-	-	8	44	12
STEAM SHOVEL AND DREDGEMEN.							
Cranemen.							
Boston,	-	{ 4 70.00- 90.00	-	-	12	72	-
Engineers.							
Boston (chief),	-	4 150.00	-	-	12	72	-
Boston (first assistant),	-	4 125.00	-	-	12	72	-
Boston (second assistant),	-	4 100.00	-	-	12	72	-
Firemen.							
Boston, . . . . .	.25	{ 11.00 14.00	-	-	12	84	-
STEAMFITTERS.							
Journeyman.							
Attleborough, . . . . .	.43¾	21.00	.87½	.87½	8	48	-
Beverly, . . . . .	.55	24.20	.82½	1.10	8	44	12
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
Brockton, . . . . .	.55	23.54	1.00	1.00	8	44	12
Gloucester, . . . . .	.40⅝	19.50	.81¼	.81¼	8	48	3
Haverhill, . . . . .	.43¾	21.00	.87½	.87½	8	48	3
Holyoke, . . . . .	.43¾	19.25	.87½	.87½	8	44	12
Lawrence, . . . . .	.37½	18.00	.75	.75	8½	48	3
Lenox, . . . . .	.40⅝	17.87½	.61	.81¼	8	44	12
Lowell, . . . . .	.40	19.20	.80	.80	8	48	-
Lynn, . . . . .	.60	26.40	1.20	1.20	8	44	12
Milford, . . . . .	.37½	18.00	.56¼	.75	8	48	-
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12
Northampton, . . . . .	.43¾	21.00	.65⅝	.87½	8	48	3
Pittsfield, . . . . .	.37½	18.00	.75	.75	8	44	12
Pittsfield, . . . . .	.43¾	19.25	.65⅝	.87½	8	48	-
Pittsfield, . . . . .	.50	22.00	.75	1.00	8	48	-

1 Regular rate until 9 P.M., double time thereafter.
2 Regular rate until 9 P.M., time and one-half from 9 P.M. to 12 midnight; double time thereafter.
3 Piece rates. 4 Monthly rate. 5 Rate for first six months.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
STEAMFITTERS—Con.							
<i>Journeyman—Con.</i>							
Quincy,	\$0.50	\$22.00	\$1.00	\$1.00	8	44	12
Springfield, . . . . .	.50	22.00	1.00	1.00	8	44	12
Wakefield, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Woburn, . . . . .	.37 ¹ / ₂	16.50	.56 ¹ / ₄	.75	8	44	12
Worcester, . . . . .	.40 ⁵ / ₈	19.50	—	—	8	48	—
<i>Helpers.</i>							
Boston:							
Union A, . . . . .	.28+	12.48	.56+	.56+	8	44	12
Union B, . . . . .	.25	11.00	.50	.50	8	44	12
Haverhill, . . . . .	.25	12.00	.50	.50	8	48	3
Holyoke, . . . . .	.28 ¹ / ₂	12.54	.57	.57	8	44	12
Quincy, . . . . .	.16	8.64	.24	.32	9	54	7
Springfield, . . . . .	.25	11.00	.50	.50	8	44	12
Worcester, . . . . .	.25	12.00	—	—	8	48	—
STONEMASONS.							
Athol, . . . . .	.50	24.00	—	—	8	48	—
Attleborough, . . . . .	.55	24.20	—	1.10	8	44	12
Belmont, . . . . .	.65	28.60	1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Boston, . . . . .	.60	26.40	—	1.20	8	44	12
Brockton, . . . . .	.60	26.40	.90	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	—	—	8	48	—
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Dedham, . . . . .	.55	24.20	.82 ¹ / ₂	1.10	8	44	12
Fall River, . . . . .	.55	26.40	.82 ¹ / ₂	.82 ¹ / ₂	8	48	—
Fitchburg, . . . . .	.60	28.80	.90	1.20	8	48	—
Framingham, . . . . .	.55	24.20	.82 ¹ / ₂	1.10	8	44	12
Gardner, . . . . .	.55	26.40	.82 ¹ / ₂	1.10	8	48	—
Gloucester, . . . . .	.60	28.80	.90	1.20	8	48	—
Great Barrington, . . . . .	.56 ¹ / ₄	27.00	1.12 ¹ / ₂	1.12 ¹ / ₂	8	48	—
Haverhill, . . . . .	.60	28.80	.90	1.20	8	48	3
Holyoke, . . . . .	.62 ¹ / ₂	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56 ¹ / ₄	24.75	.84 ³ / ₈	1.12 ¹ / ₂	8	44	12
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.44	21.12	.66	.88	8	48	—
Lynn, . . . . .	.55	26.40	.82 ¹ / ₂	1.10	8	48	—
Malden, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.50	22.00	.75	1.00	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	—
Newton, . . . . .	.60	26.40	—	—	8	44	12
North Adams, . . . . .	.56 ¹ / ₄	27.00	1.12 ¹ / ₂	1.12 ¹ / ₂	8	48	—
Northampton, . . . . .	.43 ³ / ₄	21.00	—	.87 ¹ / ₂	8	48	—
Pittsfield, . . . . .	.62 ¹ / ₂	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.50	24.00	—	—	8	48	—
Quincy, . . . . .	.60	26.40	.90	1.20	8	44	12
Salem, . . . . .	.50	24.00	—	—	8	48	—
Springfield, . . . . .	.60	26.40	1.20	1.20	8	44	12
Taunton, . . . . .	.55	26.40	.82 ¹ / ₂	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97 ¹ / ₂	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Webster, . . . . .	.38 ³ / ₉	21.00	—	—	9	54	—
Westfield, . . . . .	.55	26.40	—	—	8	48	—
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn, . . . . .	.45	19.80	.90	.90	8	44	12
Worcester, . . . . .	.50	24.00	.75	1.00	8	48	—
TILE LAYERS.							
Boston, . . . . .	.62 ¹ / ₂	27.50	.93 ³ / ₄	1.25	8	44	12
<i>Helpers.</i>							
Boston, . . . . .	.32 ¹ / ₂	14.30	—	—	8	44	12

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cable Splicers. (See Building Trades.)								
Cap Cutters. (See Hat and Cap Cutters.)								
Carpenters (Boxmakers).								
Lawrence,	week	{ \$8.00- 12.00	\$8.00- 12.00	\$0.22½- .33½	\$0.22½- .33½	9¾	54	12
Carpenters (Floorlayers). (See Building Trades.)								
Carpenters (House). (See Building Trades.)								
Carpenters (Ship).								
Boston,	hour	{ .43¾ .50	21.00 22.00	.87½ 1.00	.87½ 1.00	8	{ 48 44	- 12
Quincy,	hour	.30½	16.50	.45½	.61½	9	54	-
Carpenters (Shop and Millmen).								
Boston (first class), . . .	hour	.45	21.60	.90	.90	8⅔	48	12
Boston (second class), . .	hour	.43	20.64	.86	.86	8⅔	48	12
Boston (third class), . . .	hour	.40	19.20	.80	.80	8⅔	48	12
Boston (cabinet makers), .	hour	.45	21.15	.90	.90	8½	47	12
Holyoke,	hour	{ .25- .30½ .34⅔	12.50- 15.26 15.12½	-	-	{ 9 8	50 44	{ 12
Lynn,	hour	{ .36- .40	18.00- 20.00	.54- .60	.72- .80	{ 9	50	12
Salem,	hour	.35½	17.76	.53½	.71½	9	50	12
Worcester,	week	{ 15.00- 18.00	15.00- 18.00	.45- .54	.60- .72	9	50	12
Carpenters (Stairbuilders). (See Building Trades.)								
Carpenters (Wharf and Bridge). (See Building Trades.)								
Carpenters (Wood Carvers).								
Boston,	week	{ 17.00- 30.00	17.00- 30.00	.77- 1.36	.77- 1.36	8	44	12
Carriage and Auto Agents.								
Boston,	day	2.75	16.50	-	-	11	66	-
Cement and Asphalt Workers. (See Building Trades.)								

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cement Workers (Finishers). (See <i>Building Laborers under Building Trades.</i>)								
Chandelier Workers. <i>Chandelier Makers.</i>								
Boston,	week	{ \$18.00- 21.00	\$18.00- 21.00	\$0.54- .63	\$0.54- .63	9	50	12
<i>Dippers and Bronzers.</i>								
Boston,	week	18.00	18.00	.54	.54	9	50	12
<i>Filers.</i>								
Boston,	week	15.00	15.00	.45	.45	9	50	12
<i>Lacquerers.</i>								
Boston,	week	18.00	18.00	.54	.54	9	50	12
<i>Metal Spinners.</i>								
Boston,	week	21.00	21.00	.63	.63	9	50	12
Church Organ Workers.								
Boston,	day	{ 3.00 3.25	18.00 19.50	.33 $\frac{1}{3}$.36 $\frac{1}{2}$	.33 $\frac{1}{3}$.36 $\frac{1}{2}$	9	54	—
Cigar Box Makers. <i>Nailers.</i>								
Boston,	week	{ 8.00 11.00 13.00 15.00	8.00 11.00 13.00 15.00	.24 .33 .39 .45	.24 .33 .39 .45	9	50	12
<i>Printers.</i>								
Boston,	week	15.00	15.00	.45	.45	9	50	12
<i>Sawyers.</i>								
Boston,	week	15.00	15.00	.45	.45	9	50	12
Cigar Makers.								
Boston,	1—	1—	1—	—	—	8	44	12
Fall River,	1—	1—	1—	—	—	8	48	—
Fitchburg,	1—	1—	1—	—	—	8	48	—
Gloucester,	1—	1—	1—	—	—	8	48	—
Lowell,	1—	1—	1—	—	—	8	45	12
Lynn,	1—	1—	1—	—	—	10	55	12
Marlborough,	1—	1—	1—	—	—	8	48	—
Milford,	1—	1—	1—	—	—	8	47	—
North Adams,	1—	1—	1—	—	—	8	44	12
Northampton,	1—	1—	1—	—	—	8	44	12
Taunton,	1—	1—	1—	—	—	8	48	—
Westfield,	week	14.00	14.00	—	—	8	45	12
Worcester,	1—	1—	1—	—	—	8	46	12
Clerks. <i>Clothing.</i>								
Brockton,	week	{ \$9.00- 30.00	\$9.00- 30.00	—	—	2 9	58	2 3
Fall River,	—	—	—	—	—	3 8 $\frac{1}{2}$	58	—

¹ Piece rates.² On Saturday 12 hours; a weekly half-holiday during three months.³ On Friday 11 $\frac{1}{4}$ hours; on Saturday 12 $\frac{1}{4}$ hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Clerks — Con.								
<i>Dry Goods.</i>								
Boston (boys),	week	\$4.00-9.00	\$4.00-9.00	-	-	8	48	3
Boston (girls),	week	4.00-5.00	4.00-5.00	-	-	8	48	3
Boston (men),	week	12.00-15.00	12.00-15.00	-	-	8	48	3
Boston (women),	week	7.00	7.00	-	-	8	48	3
Brockton (men),	week	¹ 12.00	¹ 12.00	-	-	² 8½	54	-
Brockton (women),	week	³ 6.00	³ 6.00	-	-	² 8½	54	-
Fall River,	-	-	-	-	-	⁴ 8½	58	-
<i>Grocery and Provision.</i>								
Brockton,	-	-	-	-	-	⁵ 10	64	⁶ 2
Lawrence (grocery),	week	10.00-15.00	10.00-15.00	-	-	⁷ 11-14	65-75	-
Lawrence (meat),	week	10.00-12.00	10.00-12.00	-	-	⁷ 11-14	65-75	-
Lawrence (meat cutters),	week	12.00-20.00	12.00-20.00	-	-	⁷ 11-14	65-75	-
Lynn,	-	-	-	\$0.30	\$0.30	⁸ 11	63	⁹ 12
<i>Retail.</i>								
Boston,	week	13.00	13.00	-	-	¹⁰ 11	65	¹¹ 12
Lawrence (shippers),	week	12.00	12.00	-	-	⁷ 11-14	65-75	-
Lawrence (teamsters),	week	8.00-15.00	8.00-15.00	-	-	⁷ 11-14	65-75	-
Lawrence (men),	week	6.00-18.00	6.00-18.00	-	-	-	-	¹¹ 11
Lawrence (women),	week	6.00-12.00	6.00-12.00	-	-	-	-	¹¹ 11
Swampscott,	week	12.00	12.00	-	-	¹⁰	¹² 63	⁹ 12
Taunton,	week	15.00	15.00	-	-	¹⁰ 9	59	¹¹ 2
<i>Shoe.</i>								
Brockton,	week	9.00-20.00	9.00-20.00	-	-	¹³ 9	58	¹³ 3
Gloucester,	-	-	-	-	-	¹⁰ 10	64	-
<i>Steamship.</i>								
Boston,	hour	.25	15.00	.27½	.27½	10	60	-
Clothing Clerks.								
<i>(See Clerks.)</i>								
Compositors.								
Athol,	week	14.00	14.00	.44	.44	8	48	-
Boston (book and job),	hour	.41⅔	20.00	-	-	8	48	-
Boston (linotype operators — book and job),	hour	.45⅝	22.00	-	-	8	48	-

¹ Average.
² On Wednesday work to 9 P.M.; on Saturday to 10 P.M.
³ Minimum.
⁴ On Friday 11¼ hours; on Saturday 12¼ hours.
⁵ On Saturday 14 hours.
⁶ Tuesday half-holiday.
⁷ On Saturday 15 to 18 hours.
⁸ On Saturday 13 hours.
⁹ Thursday half-holiday.
¹⁰ On Saturday 14 hours.
¹¹ Wednesday half-holiday.
¹² Approximate; Saturday 13 or 14 hours.
¹³ A weekly half-holiday during three months; on Saturday work 12 hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Compositors — Con.								
Boston (linotype operators — newspaper — day),	hour	\$0.63	\$26.46	—	—	7	42	—
Boston (linotype operators — newspaper — night),	hour	.67	28.14	—	—	7	42	—
Boston (newspaper — day),	hour	.63	26.46	\$0.82	\$0.63	7	42	12
Boston (newspaper — night),	hour	.65	27.30	.87	.65	7	42	12
Brockton (book and job),	week	18.00	18.00	.56¼	.75	{ 8 8½ }	48	{ 3 12 }
Brockton (newspaper),	week	22.50	22.50	.70	.94	8	48	—
Cambridge,	week	18.00	18.00	.56¼	.75	1 —	48	12
Fall River (admen — newspaper),	hour	.41⅔	20.00	—	—	8	48	—
Fall River (book and job),	hour	.33⅓	16.00	.50	.66⅔	1 —	48	—
Fall River (floor hands),	week	16.00	16.00	.50	.66⅔	1 —	48	—
Fall River (foremen),	week	{ 18.00— 23.00 }	{ 18.00— 23.00 }	{ .56¼— .72 }	{ .75— .95½ }	{ 1 —	48	—
Fall River (linotype operators — newspaper),	hour	.41⅔	20.00	.62½	.83⅓	1 —	48	—
Fitchburg (floormen),	week	16.00	16.00	.50	.50	8	48	—
Fitchburg (foremen),	week	19.00	19.00	.59⅔	.59⅔	8	48	—
Fitchburg (linotype operators),	week	18.00	18.00	.56¼	.56¼	8	48	—
Leominster (floormen),	week	16.00	16.00	.50	.50	8	48	—
Leominster (foremen),	week	19.00	19.00	.59⅔	.59⅔	8	48	—
Leominster (linotype operators),	week	18.00	18.00	.56¼	.56¼	8	48	—
Lowell (book and job),	week	17.00	17.00	.50⅔	.67⅙	8¾	48	12
Lowell (newspaper, evening),	week	18.00	18.00	.56¼	.75	8	48	—
Lowell (newspaper, morning),	week	21.00	21.00	.65⅔	.87⅙	8	48	—
Lynn (book and job),	week	19.00	19.00	.59⅔	.79⅙	8	48	—
Lynn (newspaper),	week	22.00	22.00	.70	.93	8	47	—
Marlborough,	week	14.00	14.00	.44	.58⅓	8	48	3
New Bedford,	week	{ 18.00— 22.00 }	{ 18.00— 22.00 }	{ .56¼— .69 }	{ .75— .92 }	{ 8	48	—
Newburyport (book and job),	week	15.00	15.00	.46⅔	.46⅔	8⅔	48	12
Newburyport (floormen),	week	15.00	15.00	.46⅔	.46⅔	8⅔	48	12
Newburyport (operators — day),	week	15.00	15.00	.46⅔	.46⅔	8⅔	48	12
Newburyport (operators — night),	week	18.00	18.00	.56¼	.56¼	8⅔	48	12
North Adams (admen),	week	15.00	15.00	.46⅔	.46⅔	8	48	—
North Adams (book and job),	week	15.00	15.00	.46⅔	.46⅔	8	48	—
North Adams (machine operators),	week	20.00	20.00	.62⅓	.62⅓	8	48	—
North Adams (operators),	week	18.00	18.00	.56¼	.56¼	8	48	—
Pittsfield (day),	week	14.00	14.00	.44	.58⅓	8½	48	12
Pittsfield (night),	week	16.00	16.00	.50	.66⅔	8½	48	12
Pittsfield (linotype operators — day),	week	16.00	16.00	.50	.66⅔	8½	48	12
Pittsfield (linotype operators — night),	week	18.00	18.00	.56¼	.75	8½	48	12
Pittsfield (monotype operators — day),	week	16.00	16.00	.50	.66⅔	8½	48	12
Pittsfield (monotype operators — night),	week	18.00	18.00	.56¼	.75	8½	48	12
Springfield (day),	day	3.33⅓	20.00	.51⅔	.83¼	2 —	48	—
Springfield (night),	day	4.00	24.00	.60	1.00	2 —	48	—
Springfield (linotype operators — day),	day	3.33⅓	20.00	.66⅔	.88%	2 —	45	—
Springfield (linotype operators — night),	day	4.00	24.00	.80	1.06⅔	2 —	45	—
Worcester (book and job),	week	16.50	16.50	.51½	.51½	8	48	2
Worcester (newspaper — morning),	week	{ 21.00 24.00 }	{ 21.00 24.00 }	{ .65⅔— .75 }	{ .65⅔— .75 }	{ 8	48	2
Worcester (newspaper — evening),	week	{ 18.00 21.00 }	{ 18.00 21.00 }	{ .56¼— .65⅔ }	{ .56¼— .65⅔ }	{ 8	48	2

¹ Vary in different establishments.² Vary.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cooks and Waiters.								
<i>First Cooks.</i>								
Lynn,	week	¹ \$15.00	\$15.00	\$0.25	\$0.25	{ 8 9 }	63	-
<i>Night Cooks.</i>								
Lynn,	week	¹ 13.00	13.00	.25	.25	{ 8 9 }	63	-
<i>Order Cooks.</i>								
Lynn,	week	¹ 12.00	12.00	.25	.25	{ 8 9 }	63	-
<i>Second Cooks.</i>								
Lynn,	week	¹ 12.00	12.00	.25	.25	{ 8 9 }	63	-
<i>Cooks, n. s.</i>								
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Lunchmen.</i>								
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Slide Tenders.</i>								
Lynn,	week	¹ 10.00	10.00	.25	.25	{ 8 9 }	63	-
<i>Waiters.</i>								
Lynn (day),	week	¹ 10.00	10.00	.25	.25	{ 8 9 }	63	-
Lynn (night),	week	¹ 13.00	13.00	.25	.25	{ 8 9 }	63	-
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Waitresses.</i>								
Lynn,	week	¹ 7.00	7.00	.25	.25	{ 8 9 }	58	-
Coopers.								
<i>Brewery.</i>								
Boston,	week	24.00	24.00	.75	1.00	8	48	3
Springfield,	week	19.50	19.50	-	-	8	48	-
Worcester,	week	24.00	24.00	.75	1.00	8	48	-
<i>Wood.</i>								
Boston,	week	{ 19.50 19.80	19.50 19.80	.54 ¹ / ₆ - .49 ¹ / ₂	.72 ² / ₉ .66	9 10	54 60	} 4
Townsend,	week	12.00	12.00	-	-	9	54	
Coppersmiths.								
Boston,	hour	.45	21.60	.90	.90	8	48	² 4
Springfield,	day	{ 3.00- 4.00	18.00- 24.00	} -	} -	9	54	² 5
Coremakers. (See Molders.)								
Cutting Die and Cutter Makers.								
Brockton (finishers),	week	{ 15.00- 20.00	15.00- 20.00	.46 ⁷ / ₈ - .62 ¹ / ₂	.62 ¹ / ₂ - .83 ¹ / ₃	} 8 ² / ₃	48	12
Brockton (forgers),	week	{ 24.00- 28.00	24.00- 28.00	.75- .87 ¹ / ₂	1.00- 1.16 ² / ₃			

¹ Minimum wage and board.² Time made up.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cutting Die and Cutter Makers — Con.								
Haverhill,	week	\$15.00– 24.00	\$15.00– 24.00	}	–	1 8½	48	12
Lynn,	week	12.00– 28.00	12.00– 28.00					
Springfield (die sinkers), . .	day	3.50– 4.25	21.00– 25.50	.58½	.58½	9	54	4
Springfield (drop forgers), .	day	3.50– 4.00	21.00– 24.00	.58½	.58½	9	54	4
Springfield (trimmer makers),	day	2.75– 3.25	16.50– 19.50	.45½	.45½	9	54	4
Worcester,	–	–	–	–	–	9	50	12
Decorators. (See Building Trades.)								
Dry Goods Clerks. (See Clerks.)								
Electrical Workers. (See Building Trades.)								
Electrotypers and Stereotypers.								
<i>Electrotypers.</i>								
Boston (batterymen and builders),	hour	.41½	20.00	–	–	8	48	–
Boston (finishers),	hour	.50	24.00	–	–	8	48	–
Boston (molders),	hour	.50	24.00	–	–	8	48	–
Springfield,	week	24.00	24.00	.75	1.00	8¾	48	12
<i>Stereotypers.</i>								
Boston,	day	4.00	24.00	.75	1.00	7	42	–
Boston,	night	4.00	24.00	1.00	1.13½	6	36	–
Fall River,	week	18.50– 22.00	18.50– 22.00	.61½	.61½	8	45	12
Haverhill,	–	n.s.	n.s.	2–	2–	8	48	–
Lawrence,	–	n.s.	n.s.	2–	2–	8	48	–
Lowell,	–	n.s.	n.s.	2–	2–	8	48	–
Springfield,	week	21.00	21.00	.65¾	.87½	8¾	48	12
Elevator Constructors. (See Building Trades.)								
Elevator Operators.								
Boston,	week	10.00– 14.00	10.00– 14.00	.16½	.16½	10	60	–
Engineers, Stationary and Steam.								
Boston (assistant),	week	21.00	21.00	.65¾	.87½	8	48	3
Boston (chief),	week	28.00	28.00	.87½	1.16½	8	48	3
Boston (third class),	day	3.00	18.00	.56¼	.75	8	48	3
Brockton,	day	3.50	21.00	.50	.50	9	54	–
Fall River (brewery),	week	19.00– 28.00	19.00– 28.00	.50	3–	8 9 10 12	56	12
Haverhill,	week	18.00– 25.00	18.00– 25.00	.45 .50 .62½ .69½	.45 .50 .62½ .69½	9 10	54– 60	4

¹ On Monday 9 hours, on Saturday 5 hours.² Time and one-half.³ Regular rate.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Engineers, Stationary and Steam — Con.								
Lynn,	week	{ \$18.00- 25.00	{ \$18.00- 25.00	{ \$0.45- .62½	{ \$0.60- .83⅓	{ 10	60	6
North Adams,	day	{ 2.80- 3.50	{ 16.80- 21.00	{ -	{ -	{ 8- 12	56- 72	-
Pittsfield (first-class),	week	25.00	25.00	.78⅞	.78⅞	8	48	-
Pittsfield (second-class),	week	21.00	21.00	.65⅜	1.04⅙	8	48	-
Pittsfield (third-class),	week	18.00	18.00	.56¼	.65⅜	8	48	-
Quincy,	week	16.00	16.00	-	1.87⅙	8	48	-
Quincy (ship),	-	-	-	2-	.37½	9	54	-
Salem,	week	{ 16.00 16.50 17.50	{ 16.00 16.50 17.50	{ -	{ -	{ 9 10	50- 59	12
Worcester,	week	18.00	18.00	.45¾	.45¾	10	59	6
Worcester (brewery),	week	23.00	23.00	.61½	.61½	8	56	-
Firemen, Stationary.								
Boston,	week	20.00	20.00	-	-	8	56	-
Brockton,	day	2.75	19.25	-	-	9	63	-
Brockton (helpers),	day	2.25	15.75	-	-	9	63	-
Fall River,	hour	.20	{ 11.20 16.80 17.40	.20 .30	-	8 12	56 84	-
Gardner,	week	{ 14.00 16.45	{ 14.00 16.45	{ -	{ -	{ 11 13	77 91	-
Holyoke,	day	2.50	17.50	.31¼	.31¼	8	56	-
Lawrence,	hour	.21½	18.06	-	-	12	84	-
Lowell,	hour	{ .22- .37½	{ 10.56- 31.50	{ -	{ -	{ 8- 12	48- 84	-
Lynn (class A),	week	17.50	17.50	.31¼	.31¼	8	56	-
Lynn (class B),	week	15.00	15.00	.25	.25	10	60	-
Montague,	day	2.35	14.10	.29⅜	.29⅜	8	48	-
Montague (coal-passers),	day	2.08	12.48	.26	.26	8	48	-
New Bedford,	week	16.00	16.00	.19	.19	12	84	-
Northampton,	day	{ 2.00 2.25	{ 12.00 13.50	{ .25 .28⅞	{ .25 .28⅞	{ 8	48	-
Salem,	week	{ 16.00 17.00	{ 16.00 17.00	{ .22⅔- .30⅓	{ .22⅔- .30⅓	{ 8- 12	56- 72	4
Salem (oilers),	week	13.00	13.00	.18- .23⅓	.18- .23⅓	8- 12	56- 72	4
Taunton, ⁴	week	15.00	15.00	.17- .26¼	.17- .26¼	8- 12	48- 84	-
Worcester (theatres),	week	16.00	16.00	.40	.40	8	48	-
Foundry Employees.								
Boston:								
Chippers,	day	2.50	15.00	.41⅔	.55⅝	9	54	-
Helpers,	day	2.25	13.50	.37½	.50	9	54	-
Melters,	day	3.00	18.00	.50	.66⅔	9	54	-
Freight Handlers.								
(See Steam Railroad Employees.)								
Garment Workers.								
<i>Canvas Makers.</i>								
Boston,	5-	5-	5-	-	-	9	52	12

1 In breweries. 4 Oilers, coal wheelers, ash handlers and helpers receive same pay.
2 Time and one-half. 5 Piece rates.
3 Time and one-half on repair work; double time on new work.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Garment Workers — Con.								
<i>Cloak and Skirt Makers.</i>								
Boston (coat makers),	week	\$13.00	\$13.00	\$0.26	\$0.26	9	50	12
Boston (finishers),	week	4.50	4.50	.09	.09	9	50	12
Boston (skirt makers),	week	12.00	12.00	.24	.24	9	50	12
<i>Cloth Pressmen.</i>								
Holyoke,	week	17.05	17.05	.47½	.47½	9¾	54	12
<i>Garment Workers.</i>								
Boston,	week	{ 11.00 13.00 16.00 18.00 20.00 }	{ 11.00 13.00 16.00 18.00 20.00 }	-	-	9¾	54	12
<i>Overall Workers.</i>								
North Brookfield,	3 -	3 -	3 -	-	-	8¾	48¾	12
<i>Pants Makers.</i>								
Boston (operators),	week	14.00	14.00	-	-	9	54	-
Boston (over pressers),	week	18.00	18.00	-	-	9	54	-
Boston (under pressers),	week	11.00	11.00	-	-	9	54	-
<i>Tailors.</i>								
Boston,	week	{ 18.00 20.00 20.00 }	{ 18.00 20.00 20.00 }	- .38 -	- - -	10 9 9	60 54 54	- - 2½
Holyoke,	week	4 15.00	4 15.00	.30	-	10	60	-
Lowell:								
Bushelmen,	week	{ 15.00- 18.00 }	{ 15.00- 18.00 }	.30	-	10	60	-
Coat makers,	week	23.00	23.00	-	-	10	60	-
Helpers,	week	6.00	6.00	-	-	10	60	-
Pants makers,	week	10.00	10.00	-	-	10	60	-
Vest makers,	week	10.00	10.00	-	-	10	60	-
North Adams,	hour	5 .35	21.00	.35	.35	10	60	-
Northampton,	week	4 14.00	4 14.00	.30	.30	10	60	-
Pittsfield,	3 -	3 -	3 -	.30	.30	11	66	-
Springfield:								
Bushelmen,	week	{ 15.00- 18.00 }	{ 15.00- 18.00 }	.30	.30	10	60	-
Coat makers,	hour	.30	18.00	.30	.30	10	60	-
Pants makers,	hour	.30	18.00	.30	.30	10	60	-
Vest makers,	hour	.30	18.00	.30	.30	10	60	-
Gasfitters.								
<i>(See Building Trades.)</i>								
Glass Workers.								
New Bedford:								
Footblowers,	week	{ 19.00- 22.00 }	{ 19.00- 22.00 }	-	-	9	45	6 -
Gaffers,	week	{ 35.50- 44.00 }	{ 35.50- 44.00 }	-	-	9	45	6 -
Gatherers,	week	19.00	19.00	-	-	9	45	6 -
Glass cutters,	week	{ 12.00- 23.00 }	{ 12.00- 23.00 }	-	-	10	55	12

¹ Also receive a bonus when over a certain number of hundred pieces.² Receive regular hourly rate plus one-third of day's bonus.³ Piece rates.⁴ Minimum.⁵ Also piece prices.⁶ No work on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Glass Workers—Con.								
New Bedford—Con.								
Pressers,	week	\$27.50	\$27.50	—	—	9	45	1—
Servitors,	week	{ 27.50- 33.00	{ 27.50- 33.00	{ — —	{ — —	{ 9 9	{ 45 45	{ 1— 1—
Somerville,	day	{ 2.50- 8.00	{ 13.75- 44.00	{ — —	{ — —	{ 8 8	{ 44 44	{ 12 12
Government Employees.								
<i>Arsenal Employees.</i>								
Watertown:								
Blacksmiths,	day	{ 3.04- 3.28	{ 18.24- 19.68	{ \$0.57- .61½	{ \$0.57- .61½	{ 8 8	{ 48 48	{ 3 3
Carpenters,	day	{ 2.56- 3.28	{ 15.36- 19.68	{ .48- .61½	{ .48- .61½	{ 8 8	{ 48 48	{ 3 3
Machinists,	day	{ 2.56- 3.52	{ 15.36- 21.12	{ .48- .66	{ .48- .66	{ 8 8	{ 48 48	{ 3 3
Molders,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	{ 8 8	{ 48 48	{ 3 3
Painters,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	{ 8 8	{ 48 48	{ 3 3
Patternmakers,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	{ 8 8	{ 48 48	{ 3 3
<i>Navy Yard Employees.</i>								
Boston:								
Bracers,	day	2.88	17.28	—	—	8	48	3
Electrical workers,	day	{ 2.80- 4.00	{ 16.80- 24.00	{ .52½- .75	{ .52½- .75	{ 8 8	{ 48 48	{ 3 3
Electrical workers' helpers,	day	{ 1.52- 2.24	{ 9.12- 13.44	{ .28½- .42	{ .28½- .42	{ 8 8	{ 48 48	{ 3 3
Granite Cutters.								
Boston,	hour	.45	19.80	.67½	.90	8	44	12
Brockton,	day	3.25	18.28	.61	.81¼	8	45	12
Chelmsford,	hour	.42½	20.40	—	.85	8	48	6
Chester,	hour	.37½	18.00	.56¼	.75	8	48	—
Chester (blacksmiths),	hour	.37½	18.00	.56¼	.75	8	48	—
Fall River,	day	3.25	19.50	.61	.81¼	8	48	—
Fitchburg,	hour	.37½	18.00	.56¼	.75	8	48	—
Gloucester,	day	3.25	19.50	.61	.81¼	8	48	—
Ipswich,	day	3.25	19.50	.61	.81¼	8	48	—
Lawrence,	hour	.41	18.04	.61½	.82	8	44	12
Lowell,	day	3.28	19.68	.61½	.82	8	48	3
Lynn,	hour	.40	18.00	.60	.80	8	45	12
Lynn (tool sharpeners),	hour	.40	18.00	.60	.80	8	45	12
Milford:								
Granite cutters,	hour	.43	19.35	.64½	.86	8	45	12
Polishers,	hour	.43	19.35	.64½	.86	8	45	12
Surfacing machine cutters,	hour	.46	20.70	.69	.92	8	45	12
Tool sharpeners,	hour	.43	19.35	.64½	.86	8	45	12
Monson,	day	3.20	19.20	.60	.80	8	48	3
New Bedford,	hour	{ .42- .47	{ 18.48- 20.68	{ .63- .70½	{ .84- .94	{ 8 8	{ 44 44	{ 12 12
Quincy:								
Granite cutters,	day	3.25	18.28	.61	.81¼	8	45	12
Polishers,	day	{ 3.25- 4.00	{ 18.28- 22.50	{ .61- .75	{ .81¼- 1.00	{ 8 8	{ 45 45	{ 12 12
Tool sharpeners,	day	3.25	18.28	.61	.81¼	8	45	12
Springfield (building),	day	3.65	20.08	.68½	.91¼	8	44	12
Springfield (monumental),	day	3.40	{ 18.70 20.40	{ .63¾ —	.85	8	{ 44 48	{ 12 —
Taunton,	day	3.00	18.00	.56¼	.75	8	48	—

¹ No work on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Granite Cutters — Con.								
Townsend,	hour	\$0.41	\$18.45	\$0.61½	\$0.82	8	45	12
Westford,	hour	.41	18.45	.61½	—	8	45	12
Worcester,	hour	.42	18.90	{ 1.63 .84 }	.84	8	45	12
Grocery and Provision Clerks.								
• (See Clerks.)								
Hat and Cap Cutters.								
Amesbury (hat finishers),	2 —	2 —	2 —	—	—	9¾	52	12
Boston (cap cutters and blockers),	week	{ 16.00 18.00 }	{ 16.00 18.00 }	{ .48 .54 }	{ — — }	9	50	12
Boston (hat sizers),	week	13.00	13.00	—	—	9	50	12
Hod Carriers.								
(See Building Laborers.)								
Hoisting and Portable Engineers.								
(See Building Trades.)								
Horseshoers.								
Boston,	week	19.00	19.00	.50	.54	9	53	6
Haverhill,	week	{ 16.50 18.00 }	{ 16.50 18.00 }	{ — .54 }	{ — .54 }	9	50	12
Springfield (firemen),	week	{ 18.00— 21.00 }	{ 18.00— 21.00 }	{ 2 — 2 — }	{ 2 — 2 — }	9	{ 50 53 }	{ — 4 }
Springfield (floormen),	week	{ 15.00— 17.00 }	{ 15.00— 17.00 }	{ 2 — 2 — }	{ 2 — 2 — }	9	{ 50 53 }	{ 4 — }
Worcester:								
Firemen,	week	19.50	19.50	.50	—	9	50	12
Fitters and drivers,	week	18.00	18.00	.50	—	9	50	12
Floormen,	week	16.50	16.50	.50	—	9	50	12
Insulators and Asbestos Workers.								
(See Building Trades.)								
Iron Molders.								
(See Molders.)								
Iron Shipbuilders.								
(See Boilermakers.)								
Lamplighters.								
Boston,	day	2.00	14.00	—	—	8	56	—
Lathers.								
(See Building Trades.)								
Laundry Workers.								
Fall River,	week	{ 8.00 10.00 18.00 }	{ 8.00 10.00 18.00 }	{ — — — }	{ — — — }	{ 9 10 }	{ 54 60 }	{ — — — }
Haverhill (men),	week	12.00	12.00	—	—	9	{ 49 52 }	{ — — }
Haverhill (women),	week	7.50	7.50	—	—	9	—	—

¹ Before darkness sets in; 84 cents afterward.² Piece rates.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Leather Workers.								
Boston (harness-makers),	week	\$16.50	\$16.50	\$0.46 ² / ₃	\$0.62 ¹ / ₃	9	53	-
Lowell:								
Cellar help,	hour	.20	10.00	.30	-	9	50	12
Machine shaving,	day	3.60	21.60	.50	-	9	49	12
Seasoning,	day	2.75	16.50	.37 ³ / ₄	-	9	49	12
Staking,	day	2.75	16.50	.37 ³ / ₄	-	9	49	12
Tacking,	day	3.00	18.00	.41 ² / ₃	-	9	49	12
Trimming,	day	2.25	13.50	.31 ¹ / ₄	-	9	49	12
Lithographers.								
Boston:								
Artists,	week	22.00	22.00	.68 ³ / ₄	.91 ² / ₃	8 ² / ₃	48	12
Engravers,	week	22.00	22.00	.68 ³ / ₄	.91 ² / ₃	8 ² / ₃	48	12
Pressmen,	week	24.00	24.00	.75	-	8 ³ / ₅	48	12
Provers,	week	25.00	25.00	.78 ¹ / ₈	-	8 ³ / ₅	48	12
Transferers,	week	25.00	25.00	.78 ¹ / ₈	-	8 ³ / ₅	48	12
Springfield,	n.s.	n.s.	n.s.	1 -	2 -	8 ² / ₃	48	12
Longshoremen.								
Boston,	hour	{ .30 .40 .50	17.70 23.60 29.50	.40 .50 .60	.60	10	59	-
Machinists.								
Athol:								
Apprentices,	day	³ 1.00	³ 6.00	.16 ¹ / ₂	.22 ² / ₃	9	54	{ 3 4 3
Machinists,	day	³ 2.75	³ 16.50	.45 ⁵ / ₆	.61 ¹ / ₆	9	54	{ 4 3 4
Specialists,	day	{ 2.00 4.00	{ 12.00 24.00	.33 ¹ / ₃ .66 ² / ₃	.44 ² / ₃ .88 ² / ₃	9	54	{ 3 4 3
Specialists (women),	day	³ 1.25	³ 7.50	.20 ⁵ / ₆	.27 ⁷ / ₆	9	54	{ 3 4 3
Toolmakers,	day	³ 3.00	³ 18.00	.50	.66 ² / ₃	9	54	{ 3 4
Boston:								
All-round men,	day	3.50	21.00	-	-	9	54	-
Blacksmiths,	hour	{ .38- .42	{ 20.52- 22.68	.57- .63	.57- .63	9	54	-
Machinists,	hour	{ .28- .35	{ 15.12- 18.95	.42- .52 ¹ / ₂	.42- .52 ¹ / ₂	9	54	-
Pattern makers,	hour	{ .40- .44	{ 21.60- 23.76	.60- .66	.60- .66	9	54	-
Specialists,	hour	.33 ¹ / ₃	18.00	-	-	9	54	-
Tool makers,	day	4.00	24.00	-	-	9	54	-
Tool makers,	hour	{ .40- .47	{ 21.60- 25.38	.60- .70 ¹ / ₂	.60- .70 ¹ / ₂	9	54	-
Brockton,	week	15.00	15.00	.41 ² / ₃	.55 ⁵ / ₆	9	54	-
Fitchburg,	-	-	-	1 -	1 -	9	53	2
Framingham,	-	-	-	1 -	-	{ 9 9 ¹ / ₂	54	6
Greenfield,	day	1.75	10.50	.29 ¹ / ₆	.38 ³ / ₆	9	54	-
Lawrence,	day	2.25	13.50	.31 ¹ / ₄	.37 ¹ / ₂	9 ³ / ₄	54	12
Lowell,	hour	{ .22- .35	{ 11.88- 18.90	-	-	9 ³ / ₄	54	12
Lynn,	hour	.30	16.20	.45	.45	⁴ 10	54	12
New Bedford,	hour	.27 ¹ / ₂	14.85	.41 ¹ / ₄	.41 ¹ / ₄	9 ³ / ₄	54	12
Quincy,	hour	.30	16.20	.45	.60	9	54	-
Springfield:								
Assemblers,	hour	.30	16.20	.45	.60	{ 9 410	54	{ - 6
Inspectors,	hour	.25	13.50	.37 ¹ / ₂	.50	{ 9 410	54	{ - 6
Punch pressmen,	hour	.26 ¹ / ₂	14.31	.39 ³ / ₄	.53	{ 9 410	54	{ - 6

¹ Time and one-half. ² Double time. ³ Minimum. ⁴ One day work 9 hours, Saturday 5 hours.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Machinists — Con.								
Springfield — Con.								
Straighteners,	hour	\$0.24	\$12.96	\$0.36	\$0.48	{ 9 110 }	54	{ - 6 }
Tool makers,	hour	.40	19.20	.40	.40	8	48	4
Taunton,	hour	.25	14.75	.25	.25	10	59	{ 3 4 }
Waltham,	hour	{ .30- .32½	15.00- 16.25	.45- .48¾	.60- .65	{ 9 9 }	50	{ 3-12 3-12 }
Waltham (toolmakers),	hour	{ .32½- .44	16.25- 22.00	.48¾- .66	.65- .88	{ 9 9 }	50	3-12
Worcester,	hour	{ .30- .35½	15.90- 18.81½	.45- .53¼	.45- .53¼	{ 9 9 }	53	2
Mailers.								
Boston,	{ day night	3.00 3.00	18.00 18.00	.50 .50	.37½ .43	8 7	48 42	{ - - }
Metal Polishers, Buffers, and Platers.								
<i>Buffers.</i>								
Amesbury,	day	{ 3.00 3.25	18.00 19.50	.50 .54½	.66⅔ .72⅔	{ 9 9 }	54	{ 3 4 }
Athol,	week	16.90	16.90	-	-	8	50	12
Boston,	day	{ 3.00- 3.50	18.00- 21.00	.50- .58½	.66⅔- .78	{ 9¾ 9¾ }	54	12
Lowell,	week	{ 13.00- 16.00	13.00- 16.00	.29½- .36⅔	.35½- .43½	{ 10 10 }	55	12
Montague,	week	15.00	15.00	-	-	9	54	-
Taunton,	day	2.75	16.50	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Westfield,	hour	.37½	20.25	.50	.75	9	54	-
<i>Metal Polishers.</i>								
Amesbury,	day	3.00	18.00	.50	.66⅔	9	54	{ 3 4 }
Athol,	week	16.90	16.90	-	-	9	50	12
Boston,	day	{ 3.00- 3.50	18.00- 21.00	.50- .58½	.66⅔- .78	{ 9¾ 9¾ }	54	12
Boston (brass workers),	day	{ 3.00- 3.50	18.00- 21.00	.50- .58½	.66⅔- .78	{ 9¾ 9¾ }	54	12
Fitchburg,	week	16.50	16.50	.51½	.51½	8	48	-
Lowell,	week	{ 13.00- 16.00	13.00- 16.00	.29½- .36⅔	.35½- .43½	{ 10 10 }	55	12
Montague (heavy),	week	18.00	18.00	-	-	9	54	-
Montague (light),	week	16.50	16.50	-	-	9	54	-
Northampton,	day	3.00	18.00	-	-	9	54	4
Orange,	hour	{ .22- .35	11.88- 18.90	-	-	9	54	-
Taunton,	day	3.50	21.00	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Westfield,	hour	.37½	20.25	.50	.75	9	54	-
<i>Platers.</i>								
Boston,	day	{ 3.25- 5.00	19.50- 30.00	.54½- .83⅓	.72⅔- 1.11⅔	{ 9¾ 9¾ }	54	12
Taunton,	day	3.50	21.00	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Molders.								
<i>Brass Molders.</i>								
Boston,	day	3.50	21.00	.57½	.78	9	54	-
Wakefield,	day	3.30	19.80	-	-	9	54	-

1 One day work 9 hours, Saturday 5 hours. 2 Piece rates.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Molders — Con.								
<i>Coremakers.</i>								
Boston,	day	\$3.50	\$21.00	\$0.57½	\$0.78	9	54	—
Chelsea,	day	3.50	21.00	—	—	9	54	—
Fall River,	day	2.75	16.50	—	—	10	60	—
Gardner,	day	3.00	18.00	.33⅓	.33⅓	9	54	—
Montague (Millers Falls),	day	2.75	16.50	.45⅝	.61⅞	9	54	—
Montague (Turners Falls),	day	3.25	19.50	.54⅞	.72⅝	9	54	—
North Adams,	day	2.75	16.50	.45⅝	.45⅝	9	54	—
Northampton,	day	2.75	16.50	.45⅝	.61⅞	9	54	—
Pittsfield,	day	{ 2.50— 3.00	{ 15.00— 18.00	{ .34⅞— .41⅔	{ .34⅞— .41⅔	{ 9	54	—
Plymouth,	day	2.75	16.50	—	—	9	54	—
Springfield,	day	3.10	18.60	.51⅔	.68⅞	9	54	—
Worcester,	day	3.00	18.00	—	—	9	54	—
<i>Iron Molders.</i>								
Boston (bench, floor, and machine),	day	3.25	19.50	—	—	9	54	—
Fall River (bench and floor),	day	2.75	16.50	.41¼	.55	10	60	{ 3 4
Fitchburg,	day	3.00	18.00	.33⅓	—	9	54	—
Foxborough,	day	{ 2.75 3.00	{ 16.50 18.00	{ — —	{ — —	{ 9	54	—
Lynn,	day	2.75	16.50	—	—	9	54	—
Montague (Millers Falls),	day	3.15	18.90	.52½	.70	9	54	—
Montague (Turners Falls),	day	3.25	19.50	.54⅞	.72⅝	9	54	—
New Bedford,	day	{ 2.25— 2.75	{ 13.50— 16.50	{ — —	{ — —	{ 9	54	—
Newburyport,	day	{ 3.25 3.50	{ 19.50 21.00	{ .54⅞ .57½	{ .72⅝ .78	{ 9½	54	12
North Adams,	day	{ 2.75 3.00	{ 16.50 18.00	{ .45⅝ .50	{ .45⅝ .50	{ 9	54	—
Northampton,	day	{ 3.00 3.25	{ 18.00 19.50	{ .50 .54⅞	{ .66⅔ .72⅝	{ 9	54	—
Norwood,	day	{ 2.75 3.00	{ 16.50 18.00	{ — —	{ — —	{ 9	54	—
Orange,	day	2.75	16.50	—	—	9	54	—
Plymouth,	day	3.00	18.00	—	—	9	54	—
Springfield,	day	3.25	19.50	.54⅞	.72⅝	9	54	—
Wakefield,	day	3.30	19.80	—	—	9	54	—
Waltham,	day	3.00	18.00	.50	.66⅔	9	54	—
Watertown,	day	4.00	24.00	.66⅔	.88⅞	9	54	—
<i>Molders, n. s.</i>								
Gardner,	day	2.75	16.50	.30⅝	.30⅝	9	54	—
Lawrence,	day	3.25	19.50	.54⅞	.72⅝	9½	54	12
Lowell,	day	2.75	16.50	.45⅝	.61⅞	9	54	—
Pittsfield,	day	{ 2.50— 3.00	{ 15.00— 18.00	{ .34⅞— .41⅔	{ .34⅞— .41⅔	{ 9	54	—
Worcester,	day	3.00	18.00	—	—	9	54	—
Moving Picture Operators.								
Lawrence,	day	3.15	¹ 23.05	.75	¹ —	8	56	—
Lowell,	day	3.00	21.00	.50	.50	8	56	—
Springfield,	week	{ 18.00 20.00	{ 18.00 20.00	{ .50 —	{ .75 —	{ 7	49	—
Municipal Employees.								
<i>Ashmen.</i>								
Boston,	day	2.50	15.00	—	—	8	44	12
Brockton,	day	2.50	15.00	—	—	8	48	—
Lowell,	day	2.25	13.50	—	—	8	48	3
New Bedford,	day	2.25	13.50	—	—	8½	48	12
Winchester,	day	2.50	15.00	—	—	8	48	3

¹ Sunday \$4.15 a day.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Blacksmiths.</i>								
Beverly,	day	\$2.75	\$16.50	—	—	8	48	—
Boston,	day	3.00	18.00	—	—	8	44	12
Boston (Paving Dept.),	day	3.50	21.00	—	\$0.65 $\frac{5}{8}$	8	44	12
Brockton,	day	3.00	18.00	—	—	8	48	—
Brookline,	day	2.75	16.50	—	—	8	48	6
Cambridge,	day	3.16	18.96	—	—	8	48	6
Everett,	day	2.50	15.00	—	—	8	48	—
Fall River,	day	{ 2.50— 3.25	{ 15.00— 19.50	{ —	{ —	8 $\frac{1}{2}$	48	12
Hingham,	day	3.00	18.00	—	—	8	48	—
Lawrence,	day	3.00	18.00	—	—	8 $\frac{5}{8}$	48	12
Lowell,	day	{ 2.50— 3.00	{ 15.00— 18.00	{ —	{ —	8	48	3
Lynn,	hour	.38	18.24	—	—	—	48	—
Malden,	day	3.00	18.00	—	—	8	48	5
Medford,	day	3.00	18.00	—	—	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.75	16.50	—	—	8 $\frac{1}{2}$	48	12
Newton,	day	2.50	15.00	—	—	8	48	3
Quincy,	day	2.75	16.50	—	—	8	48	6
Salem,	day	2.75	16.50	—	—	8	48	4
Somerville,	day	3.00	18.00	—	—	8	48	6
Whately,	day	3.00	18.00	—	—	8	48	—
Worcester,	hour	{ .38— .40	{ 18.24— 19.20	{ —	{ —	8	48	—
<i>Bracers.</i>								
Beverly,	day	2.25	13.50	—	—	8	48	—
Brockton,	day	2.50	15.00	—	—	8	48	—
Everett,	day	2.50	15.00	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8 $\frac{1}{2}$	48	12
Lawrence,	day	2.25	13.50	—	—	8 $\frac{5}{8}$	48	12
Marlborough,	day	2.00	12.00	—	—	8	48	—
Medford,	day	2.25	13.50	—	—	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.50	15.00	—	—	8 $\frac{1}{2}$	48	12
Newton,	day	2.50	15.00	—	—	8	48	3
North Adams,	day	2.00	12.00	—	—	8	48	—
Quincy,	day	2.25	13.50	—	—	8	48	6
Salem,	day	2.25	13.50	—	—	8	48	4
Springfield,	day	{ 2.50— 3.00	{ 15.00— 18.00	{ —	{ —	8	47	—
Waltham,	day	2.50	15.00	—	—	8	48	3
Worcester,	hour	.26 $\frac{1}{4}$	12.60	—	—	8	48	—
<i>Brick and Stone Masons.</i>								
Bedford,	day	4.00	24.00	—	—	9	54	—
Cambridge,	day	2.75	16.50	—	—	8	48	6
Chelsea (stone),	day	4.80	28.80	—	—	—	—	—
Everett,	day	{ 4.80— 5.60	{ 28.80— 33.60	{ —	{ —	8	48	—
Fall River,	day	4.40	26.40	—	—	8 $\frac{1}{2}$	48	12
Fitchburg,	day	3.04	18.24	—	—	8	48	6
Haverhill (brick),	day	4.80	28.80	—	—	8	48	3
Haverhill (stone),	day	2.50	15.00	—	—	8	48	3
Lawrence (sewer),	hour	.70	33.60	—	—	8 $\frac{5}{8}$	48	12
Lynn (brick),	hour	.65	31.20	—	—	—	48	—
Lynn (stone),	hour	.40	19.20	—	—	—	48	—
Medford,	day	3.00	18.00	—	—	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.75	16.50	—	—	8 $\frac{1}{2}$	48	12
Newburyport (brick),	hour	.55	26.40	—	—	8	48	—
Newburyport (stone),	hour	.45	21.60	—	—	8	48	—
Newton,	day	2.50	15.00	—	—	8	48	3
North Adams,	day	4.50	27.00	—	—	8	48	—
Oxford,	day	3.15	18.90	—	—	8	48	—
Quincy (brick),	hour	.60	28.80	—	—	8	48	6
Quincy (stone),	day	4.00	24.00	—	—	8	48	6
Somerville,	day	2.75	16.50	—	—	8	48	6
Springfield,	day	5.60	28.60	—	—	8	47	—

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Brick and Stone Masons</i>								
— Con.								
Taunton,	week	\$15.00	\$15.00	—	—	8	48	5
Waltham (brick),	hour	.75	36.00	—	—	8	48	3
Waltham (stone),	day	2.75	16.50	—	—	8	48	3
Winchester,	day	4.80	28.80	—	—	8	48	3
Worcester,	day	3.04	18.24	—	—	8	48	—
<i>Carpenters.</i>								
Boston,	day	3.50	21.00	—	—	8	44	12
Boston (Highway Dept.), . .	day	3.75	22.50	\$0.70 ⁵ / ₁₆	\$0.70 ⁵ / ₁₆	8	44	12
Brockton,	day	3.00	18.00	—	—	8	48	—
Brookline,	day	3.00	18.00	—	—	8	48	6
Cambridge,	day	3.50	21.00	—	—	8	48	6
Chelsea,	day	3.50	21.00	—	—	—	—	—
Everett,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	{ 3.00— 3.36	{ 18.00— 20.16	{ —	{ —	8½	48	12
Haverhill,	day	3.50	21.00	—	—	8	48	3
Hingham,	day	4.00	24.00	—	—	8	48	—
Holyoke,	day	3.28	19.68	—	—	1 —	48	12
Lawrence,	day	{ 3.00— 3.28	{ 18.00— 19.68	{ —	{ —	8½	48	12
Lynn,	hour	.38	18.24	—	—	—	48	—
Mashpee,	day	3.50	21.00	—	—	11	54	—
Milton,	day	4.00	24.00	—	—	—	—	—
New Bedford,	day	2.75	16.50	—	—	8½	48	12
Newton,	day	{ 3.00— 3.50	{ 18.00— 21.00	{ —	{ —	8	48	3
Quincy,	day	3.60	21.60	—	—	8	48	6
Salem,	day	3.00	18.00	—	—	8	48	4
Somerville,	day	2.25	13.50	—	—	8	48	6
Waltham,	day	3.80	22.80	—	—	8	48	3
Worcester,	day	{ 3.20— 3.50	{ 19.20— 21.00	{ —	{ —	8	48	—
<i>Carpenters' Helpers.</i>								
Boston,	day	2.75	16.50	—	—	8	44	12
Cambridge,	day	2.50	15.00	—	—	8	48	6
<i>Caulkers.</i>								
Everett,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	2.50	15.00	—	—	8	48	3
Lawrence,	day	2.50	15.00	—	—	8½	48	12
Medford,	week	13.50	13.50	—	—	8½	48	12
Melrose,	day	3.00	18.00	—	—	8	48	—
New Bedford (water), . . .	day	2.25	13.50	—	—	8½	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
North Adams,	day	2.00	12.00	—	—	8	48	—
Salem,	day	2.50	15.00	—	—	8	48	4
Taunton,	day	2.50	15.00	—	—	8	48	5
Waltham,	day	2.60	15.60	—	—	8	48	3
Worcester (water),	hour	.28	13.44	—	—	8	48	—
<i>Cement Workers and Mixers.</i>								
Beverly,	day	2.25	13.50	—	—	8	48	—
Boston,	day	2.50	15.00	—	—	8	44	12
Brockton,	day	3.50	21.00	—	—	8	48	—
Cambridge,	day	2.25	13.50	—	—	8	48	6
Everett,	day	{ 3.00— 4.00	{ 18.00— 24.00	{ —	{ —	8	48	—
Fall River,	day	2.25	13.50	—	—	8½	48	12
Fitchburg,	hour	{ .27— .38	{ 12.96— 18.24	{ —	{ —	8	48	6
Haverhill,	day	3.00	18.00	—	—	8	48	3

¹ Work 9 hours on three days, 8 hours on two days, and 5 hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Cement Workers and Mixers</i> — Con.								
Lawrence,	day	\$2.25	\$13.50	-	-	8 $\frac{5}{8}$	48	12
Lynn,	hour	.32 $\frac{1}{2}$	15.60	-	-	-	48	-
Lynn (finishers),	hour	.60	28.80	-	-	-	48	-
Marlborough,	day	2.50	15.00	-	-	8	48	-
Medford,	day	2.25	13.50	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
Newton,	day	{ 2.25- 2.50	{ 13.50- 15.00	{ -	{ -	{ 8	{ 48	{ 3
North Adams,	day	{ 2.75- 3.50	{ 16.50- 21.00	{ -	{ -	{ 8	{ 48	{ -
Salem,	day	3.00	18.00	-	-	8	48	4
Somerville,	day	{ 2.15- 2.75	{ 12.90- 16.50	{ -	{ -	{ 8	{ 48	{ 6
Southbridge (finishers),	day	3.50	21.00	-	-	-	-	-
Springfield,	day	2.25	13.50	-	-	8	47	-
Taunton,	day	3.00	18.00	-	-	8	48	5
Waltham,	day	2.00	12.00	-	-	8	48	3
Worcester,	hour	.40	19.20	-	-	8	48	-
<i>Chauffeurs.</i>								
Beverly,	day	2.25	13.50	-	-	8	48	-
Fall River,	day	3.00	18.00	-	-	8 $\frac{1}{2}$	48	12
New Bedford,	week	{ 18.00- 20.00	{ 18.00- 20.00	{ -	{ -	{ 8 $\frac{1}{2}$	{ 48	{ 12
Newton,	day	2.75	16.50	-	-	8	48	3
Worcester,	hour	{ .30- .32	{ 14.40- 15.36	{ -	{ -	{ 8	{ 48	{ -
<i>City Employees, n. e. s.</i>								
Chelsea,	day	2.25	13.50	\$0.42 $\frac{3}{16}$	\$0.42 $\frac{3}{16}$	8	48	-
Fall River,	week	13.50	13.50	.28 $\frac{1}{8}$	.28 $\frac{1}{8}$	8 $\frac{1}{2}$	48	12
Lynn,	week	14.40	14.40	-	-	8	48	-
Worcester,	day	1 2.00	12.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8	48	-
<i>Derrickmen.</i>								
Beverly,	day	2.25	13.50	-	-	8	48	-
Brockton,	day	2.50	15.00	-	-	8	48	-
Everett,	day	2.25	13.50	-	-	8	48	-
Fall River,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Lawrence,	day	2.25	13.50	-	-	8 $\frac{5}{8}$	48	12
Lynn,	day	2.40	14.40	-	-	-	48	-
Medford,	day	2.25	13.50	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
Newton,	day	2.50	15.00	-	-	8	48	3
Salem,	day	2.50	15.00	-	-	8	48	4
Worcester,	hour	.28	13.44	-	-	8	48	-
<i>Drawtenders.</i>								
Boston,	week	23.01	23.01	.41 $\frac{1}{11}$	.41 $\frac{1}{11}$	8	56	-
Boston (first assistant),	week	19.17	19.17	.34 $\frac{1}{4}$	.34 $\frac{1}{4}$	8	56	-
Boston (second assistant),	week	17.25	17.25	.30 $\frac{3}{4}$	.30 $\frac{3}{4}$	8	56	-
Cambridge,	year	1,100.00	21.15	-	-	-	-	-
Cambridge (assistant),	year	850.00	16.35	-	-	8	56	-
<i>Drivers.</i>								
Boston (Sanitary and Street Cleaning Dept.),	day	2.25	13.50	-	-	8	44	12
<i>Dumpers.</i>								
Boston,	day	{ 2.25 2.50	{ 13.50 15.00	{ .28 $\frac{1}{8}$.31 $\frac{1}{4}$	{ .39 $\frac{1}{8}$.40 $\frac{5}{8}$	{ 8	{ 44	{ 12

¹ Minimum.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Edge Stone Setters.</i>								
Brockton,	day	\$3.50	\$21.00	—	—	8	48	—
Cambridge,	day	4.50	27.00	—	—	8	48	6
Chelsea,	day	2.25	13.50	—	—	8	48	—
Everett,	day	4.00	24.00	—	—	8	48	—
Fall River,	day	2.50	15.00	—	—	8½	48	12
Fitchburg,	hour	.27	12.96	—	—	8	48	6
Haverhill,	day	2.75	16.50	—	—	8	48	3
Lawrence,	day	2.50	15.00	—	—	8½	48	12
Marlborough,	day	2.50	15.00	—	—	8	48	—
Medford,	day	3.00	18.00	—	—	8½	48	12
New Bedford,	day	2.75	16.50	—	—	8½	48	12
North Adams,	day	2.75	16.50	—	—	8	48	—
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	2.75	16.50	—	—	8	48	6
Springfield,	day	2.50	15.00	—	—	8	47	—
Taunton,	week	15.00	15.00	—	—	8	48	5
Waltham,	day	2.75	16.50	—	—	8	48	3
Worcester,	hour	.32	15.36	—	—	8	48	—
<i>Gardeners.</i>								
Boston (Cemetery Dept.), . .	day	{ 2.25 3.00	{ 13.50 18.00	{ \$0.28½ .37½	{ \$0.28½ .37½	{ 8	{ 44	{ 12
Boston (Public Grounds Dept.),	day	3.50	21.00	—	—	8	44	12
<i>Hoisting and Portable Engineers.</i>								
Lowell,	day	3.50	21.00	.54½	.54½	8	48	—
<i>Horseshoers.</i>								
Boston,	day	3.17	19.02	—	—	8	44	12
Brookline,	day	3.00	18.00	—	—	8	48	6
Cambridge,	day	3.50	21.00	—	—	8	48	6
Lowell,	day	{ 3.20- 3.50	{ 19.20- 21.00	{ —	{ —	{ 8	{ 48	{ 3
New Bedford,	day	2.75	16.50	—	—	8½	48	12
Newton,	day	3.00	18.00	—	—	8	48	3
<i>Inspectors, Sanitary.</i>								
Boston,	day	3.50	21.00	—	{ 1.43¾ .87½	{ 9	48	12
<i>Janitors.</i>								
Springfield,	year	{ 600.00- 1,200.00	{ —	—	—	28	48	12
<i>Laborers.</i>								
Abington (Moth Dept.), . .	day	2.50	15.00	—	—	8	48	—
Berlin (Moth Dept.), . . .	day	3.00	18.00	—	—	8	48	—
Boston,	day	2.25	13.50	.28½	.39½	8	44	12
Boston (Cemetery Dept.), . .	day	{ 2.25 3.00	{ 13.50 18.00	{ .28½ .37½	{ .28½ .37½	{ 8	{ 44	{ 12
Boston (Highway Dept.), . .	day	2.25	13.50	.42½	.42½	8	44	12
Boston (Park Dept.), . . .	day	2.25	13.50	.28½	.28½	8	44	12
Boston (Public Grounds Dept.), . .	day	2.25	13.50	.28½	.28½	8	44	12
Boston (sewer workers), . .	day	2.25	13.50	.42½	.42½	8	44	12
Boston (Street Dept.), . . .	day	2.25	13.50	—	—	8	44	12
Brockton,	day	2.50	15.00	—	—	8	48	—
Brockton (Moth Dept.), . . .	day	3.00	18.00	—	—	8	48	—
Cambridge,	day	2.25	13.50	—	—	8	44	12
Concord (Moth Dept.), . . .	day	2.50	15.00	—	—	8	48	—
Everett (Highway Dept.), . .	day	2.25	13.50	.28½	.28½	8	48	—
Fall River,	day	2.25	13.50	.28½	.28½	8½	48	12

1 On Sunday regular rate, on holidays double time. 2 On Sunday 3 hours, on Saturday 5 hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Laborers — Con.</i>								
Groton (Moth Dept.), . . .	day	\$2.50	\$15.00	—	—	9	54	—
Haverhill,	day	2.33 ¹ / ₃	14.00	—	—	8	48	3
Lowell,	day	2.00	12.00	\$0.37 ¹ / ₂	\$0.50	8	48	—
Lynn,	day	2.40	14.40	—	—	—	48	—
Malden,	day	2.25	13.50	—	—	8	48	5
Malden (Moth Dept.), . . .	day	2.40	14.40	—	—	8	48	5
Manchester,	day	2.40	14.40	—	—	8	48	—
Nahant,	day	2.50	15.00	—	—	8	48	6
New Bedford,	day	2.25	13.50	—	—	8 ¹ / ₂	48	12
New Bedford (Moth Dept.), .	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Peabody (Moth Dept.), . . .	day	2.50	15.00	—	—	8	48	—
Plymouth,	hour	.30	14.40	—	—	8 ¹ / ₂	48	12
Rockport,	day	2.40	14.40	—	—	8	48	—
Somerville,	day	2.15	12.90	—	.27	8	48	5
<i>Ledgemen and Drillmen.</i>								
Beverly (drillmen),	day	2.50	15.00	—	—	8	48	—
Beverly (ledgemen),	day	{ 2.25 2.50	{ 13.50 15.00	{ — —	{ — —	{ 8 8	{ 48 48	{ — —
Brockton,	day	2.50	15.00	—	—	8	48	—
Everett (drillmen),	day	3.50	21.00	—	—	8	48	—
Everett (ledgemen),	day	2.25	13.50	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8 ¹ / ₂	48	12
Fitchburg (drillmen), . . .	hour	.25	12.00	—	—	8	48	6
Gloucester,	day	2.50	15.00	—	—	8	48	—
Haverhill (drillmen), . . .	day	3.00	18.00	—	—	8	48	3
Lawrence,	day	2.25	13.50	—	—	8 ⁵ / ₆	48	12
Lynn (drillmen),	hour	.38	18.24	—	—	—	48	—
Marlborough,	day	2.25	13.50	—	—	8	48	—
Medford (drillmen),	day	3.00	18.00	—	—	8 ² / ₃	48	12
Medford (ledgemen),	day	2.25	13.50	—	—	8 ² / ₃	48	12
New Bedford,	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
Newton (drillmen),	day	2.75	16.50	—	—	8	48	3
Newton (ledgemen),	day	2.50	15.00	—	—	8	48	3
Northampton (drillmen), .	day	2.50	15.00	—	—	8	48	—
Northampton (ledgemen), .	day	2.00	12.00	—	—	8	48	—
Salem (drillmen),	day	2.50	15.00	—	—	8	48	4
Salem (ledgemen),	day	2.25	13.50	—	—	8	48	4
Somerville (blasters), . . .	day	2.50	15.00	—	—	8	48	6
Somerville (drillmen), . . .	day	2.50	15.00	—	—	8	48	6
Waltham,	week	15.00	15.00	—	—	8	48	3
Worcester (drillmen), . . .	hour	.32	15.36	—	—	8	48	—
Worcester (ledgemen), . . .	hour	{ .25- .28	{ 12.00- 13.44	{ — —	{ — —	{ 8 8	{ 48 48	{ — —
<i>Machine Drivers.</i>								
Boston,	day	2.50	15.00	.31 ¹ / ₄	.40 ⁵ / ₈	8	44	12
<i>Painters.</i>								
Brockton,	day	2.75	16.50	—	—	8	48	—
Cambridge,	day	3.00	18.00	—	—	8	48	6
Cummington,	day	3.00	18.00	—	—	8	48	—
Everett,	day	3.00	18.00	—	—	8	48	—
Fall River,	day	{ 2.50- 3.00	{ 15.00- 18.00	{ — —	{ — —	{ 8 ¹ / ₂ 8	{ 48 48	{ 12 —
Fitchburg,	hour	.25	12.00	—	—	8	48	6
Holyoke,	day	3.28	19.68	—	—	1 -	48	12
Lawrence,	day	3.00	18.00	—	—	8 ⁵ / ₆	48	12
Medford,	week	15.00	15.00	—	—	8 ² / ₃	48	12
New Bedford,	day	2.75	16.50	—	—	8 ¹ / ₂	48	12
Newton,	day	2.75	16.50	—	—	8	48	3
Pittsfield,	day	3.55	21.30	—	—	8	48	—
Salem,	day	2.50	15.00	—	—	8	48	4

¹ Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Painters — Con.</i>								
Somerville,	day	{ \$2.15- 2.65	\$12.90- 15.90	{ -	-	8	48	6
Waltham,	day	2.50	15.00	-	-	8	48	3
Worcester,	hour	.38	18.24	-	-	8	48	-
<i>Park Employees.</i>								
Boston,	day	2.25	13.50	-	-	8	44	12
<i>Pavers.</i>								
Boston (Highway Dept.),	week	13.00	13.00	\$0.40 $\frac{1}{2}$	\$0.40 $\frac{1}{2}$	8	44	12
Boston (Paving Dept.),	day	3.00	18.00	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	44	12
New Bedford,	day	2.75	16.50	-	-	8 $\frac{1}{2}$	48	12
<i>Pavers (Block and Cobble).</i>								
Beverly (cobble),	day	3.00	18.00	-	-	8	48	-
Boston,	day	{ 3.00- 4.00	18.00- 24.00	{ -	-	8	44	12
Brockton,	day	3.50	21.00	-	-	8	48	-
Brookline,	day	3.50	21.00	-	-	8	48	6
Cambridge (block),	day	{ 4.00- 4.50	24.00- 27.00	{ -	-	8	48	6
Chelsea,	day	4.00	24.00	-	-	-	-	-
Everett,	day	4.00	24.00	-	-	8	48	-
Fall River (block),	day	{ 4.00- 5.00	24.00- 30.00	{ -	-	8 $\frac{1}{2}$	48	12
Fall River (cobble),	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Fitchburg,	day	3.04	18.24	-	-	8	48	6
Haverhill,	day	2.75	16.50	-	-	8	48	3
Holyoke,	day	5.30	31.80	-	-	1 -	48	12
Lawrence (block),	day	4.00	24.00	-	-	8 $\frac{5}{6}$	48	12
Lawrence (cobble),	day	2.50	15.00	-	-	8 $\frac{5}{6}$	48	12
Lowell,	day	4.00	24.00	-	-	8	48	3
Marlborough (cobble),	day	2.25	13.50	-	-	8	48	-
Medford,	week	18.00	18.00	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	{ 2.50- 2.75	15.00- 16.50	{ -	-	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
Peabody,	day	3.50	21.00	-	-	8	48	-
Quincy (block),	day	4.00	24.00	-	-	8	48	6
Salem,	day	2.50	15.00	-	-	8	48	4
Somerville (block),	day	2.75	16.50	-	-	8	48	6
Springfield,	day	2.50	15.00	-	-	8	47	-
Taunton,	week	15.00	15.00	-	-	8	48	5
Waltham (block),	day	2.75	16.50	-	-	8	48	3
Waltham (cobble),	day	2.25	13.50	-	-	8	48	3
Worcester (block),	hour	.50	24.00	-	-	8	48	-
Worcester (cobble),	hour	{ .38- .40	18.24- 19.20	{ -	-	8	48	-
<i>Paving Laborers.</i>								
Beverly,	day	2.50	15.00	-	-	8	48	-
Brockton,	day	3.50	21.00	-	-	8	48	-
Cambridge,	day	2.25	13.50	-	-	8	48	6
Chelsea,	day	2.25	13.50	-	-	-	-	-
Everett,	day	2.25	13.50	-	-	8	48	-
Fall River,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Fitchburg,	hour	.25	12.00	-	-	8	48	6
Gloucester,	day	2.50	15.00	-	-	8	48	-
Haverhill,	day	2.33 $\frac{1}{3}$	14.00	-	-	8	48	3
Lawrence,	day	2.25	13.50	-	-	8 $\frac{5}{6}$	48	12
Lynn,	hour	.35	16.80	-	-	-	48	-
Medford,	day	2.25	13.50	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-

1 Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Paving Laborers — Con.</i>								
Quincy,	day	\$2.25	\$13.50	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	2.15	12.90	—	—	8	48	6
Springfield,	day	2.25	13.50	—	—	8	47	—
Taunton,	day	2.25	13.50	—	—	8	48	5
Waltham,	day	2.00	12.00	—	—	8	48	3
Worcester,	hour	{ .24- .28	11.52- 13.44	} —	—	8	48	—
<i>Pipe Layers.</i>								
Brockton,	day	2.75	16.50	—	—	8	48	—
Chelsea,	day	2.25	13.50	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	2.00	12.00	—	—	8	48	3
Lawrence,	day	2.25	13.50	—	—	8 ⁵ / ₆	48	12
Lynn,	day	2.64	15.84	—	—	—	48	—
Marlborough,	day	2.25	13.50	—	—	8	48	—
Medford,	day	2.25	13.50	—	—	8 ² / ₃	48	12
New Bedford,	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
Newton,	day	2.50	15.00	—	—	8	48	3
Quincy,	day	2.25	13.50	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Springfield,	day	2.50	15.00	—	—	8	47	—
Taunton,	day	2.50	15.00	—	—	8	48	5
Waltham,	day	{ 2.25 2.80	13.50 16.80	} —	—	8	48	3
Worcester (water),	hour	.28	13.44	—	—	8	48	—
<i>Plumbers.</i>								
Boston,	day	3.00	18.00	—	—	8	44	12
Fall River,	day	3.25	19.50	—	—	8 ¹ / ₂	48	12
Lowell,	day	3.00	18.00	—	—	8	48	3
New Bedford,	day	{ 2.75 3.00	16.50 18.00	} —	—	8 ¹ / ₂	48	12
Worcester,	day	4.00	24.00	—	—	8	48	—
<i>Rammers.</i>								
Beverly,	day	2.25	13.50	—	—	8	48	—
Boston,	day	{ 2.50 2.75	15.00 16.50	} —	—	8	44	12
Brockton,	day	2.75	16.50	—	—	8	48	—
Cambridge,	day	2.25	13.50	—	—	8	48	6
Chelsea,	day	2.25	13.50	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	2.50	15.00	—	—	8	48	3
Lawrence,	day	2.50	15.00	—	—	8 ⁵ / ₆	48	12
Medford,	day	2.25	13.50	—	—	8 ² / ₃	48	12
New Bedford,	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
North Adams,	day	1.75	10.50	—	—	8	48	—
Quincy,	day	2.00	12.00	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	{ 2.25- 2.50	13.50- 15.00	} —	—	8	48	6
Springfield,	day	2.50	15.00	—	—	8	47	—
Taunton,	day	2.25	13.50	—	—	8	48	5
Waltham,	day	2.25	13.50	—	—	8	48	3
Worcester,	hour	.28	13.44	—	—	8	48	—
<i>Stablemen.</i>								
Beverly,	week	13.50	13.50	—	—	8	48	—
Beverly (head),	week	14.50	14.50	—	—	8	48	—

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Stablemen — Con.</i>								
Boston,	day	{ \$2.25	\$13.50	}	—	8	44	12
Brockton,	day	2.50	15.00					
Brockton (head),	day	2.91	17.46	—	—	8	48	—
Cambridge,	week	15.00	15.00	—	—	8	48	6
Cambridge (head),	week	16.00	16.00	—	—	8	48	6
Chelsea,	week	14.00	14.00	—	—	—	—	—
Everett,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8½	48	12
Fitchburg,	hour	.25	12.00	—	—	8	48	6
Gloucester,	day	2.50	15.00	—	—	8	48	—
Lawrence,	day	2.25	13.50	—	—	8½	48	12
Lowell,	day	2.00	12.00	—	—	8	48	3
Lynn,	hour	.30	14.40	—	—	—	48	—
Malden,	day	2.00	12.00	—	—	8	48	5
Medford,	week	15.75	15.75	—	—	8½	48	12
Medford (head),	week	17.50	17.50	—	—	8½	48	12
New Bedford,	day	2.25	13.50	—	—	8½	48	12
New Bedford (head),	day	2.75	16.50	—	—	8½	48	12
Newburyport,	week	15.75	15.75	—	—	8	48	—
Newton,	day	2.25	13.50	—	—	8	48	3
Newton (head),	day	2.75	16.50	—	—	8	48	3
North Adams,	day	1.85	11.10	—	—	8	48	—
Pittsfield,	day	2.28	13.68	—	—	8	48	—
Quincy,	day	2.00	12.00	—	—	8	48	6
Salem,	week	14.00	14.00	—	—	8	48	4
Somerville,	day	{ 2.15-	12.90-	}	—	8	48	6
Somerville (head),	day	2.25	13.50					
Springfield,	day	2.90	17.40	—	—	8	48	6
Taunton,	week	13.50	13.50	—	—	8	47	—
Waltham,	day	2.00	12.00	—	—	8	48	5
Winchester,	day	2.25	13.50	—	—	8	48	3
Worcester,	hour	.25	12.00	—	—	8	48	—
Worcester (head),	day	3.43	20.58	—	—	8	48	—
<i>Stationary Engineers.</i>								
Avon,	day	3.33½	20.00	—	—	—	—	—
Beverly,	day	2.75	16.50	—	—	8	48	—
Boston,	week	22.50	22.50	—	—	8	44	12
Brockton,	day	3.00	18.00	—	—	8	48	—
Brookline,	day	3.00	18.00	—	—	8	48	6
Cambridge,	day	3.00	18.00	—	—	8	48	6
Chelsea,	day	3.50	21.00	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Fall River,	day	3.00	18.00	—	—	8½	48	12
Fitchburg,	hour	.40	19.20	—	—	8	48	6
Haverhill,	day	3.50	21.00	—	—	8	48	3
Holyoke,	day	3.25	19.50	—	—	1 —	48	12
Lawrence,	day	3.00	18.00	—	—	8½	48	12
Lynn,	hour	.38	18.24	—	—	—	48	—
Marlborough,	day	3.00	18.00	—	—	8	48	—
Medford,	day	3.00	18.00	—	—	8½	48	12
New Bedford,	day	{ 3.00-	18.00-	}	—	8½	48	12
Newburyport,	week	4.12	24.72					
Newton,	day	18.00	18.00	—	—	8	48	—
Quincy,	day	3.00	18.00	—	—	8	48	3
Salem,	week	20.00	20.00	—	—	8	48	6
Somerville,	day	3.00	18.00	—	—	8	48	6
Taunton,	day	3.00	18.00	—	—	8	48	5
Waltham,	week	{ 18.00-	18.00-	}	—	8	48	3
Worcester,	hour	22.00	22.00					
		.38	18.24	—	—	8	48	—

¹ Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Stationary Firemen.</i>								
Attleborough,	day	\$3.00	\$18.00	—	—	—	—	—
Beverly,	day	2.50	15.00	—	—	8	48	—
Boston,	day	2.50	15.00	—	—	8	44	12
Braintree,	day	2.50	15.00	—	—	—	—	—
Brookton,	week	17.00	17.00	—	—	8	48	—
Brookline,	day	2.71	16.26	—	—	8	48	6
Cambridge,	day	2.84	17.04	—	—	8	48	6
Everett,	day	2.50	15.00	—	—	8	48	—
Fall River,	day	2.50	15.00	—	—	8½	48	12
Fitchburg,	hour	.27	12.96	—	—	8	48	6
Framingham,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	3.00	18.00	—	—	8	48	3
Holyoke,	day	2.40	14.40	—	—	1 —	48	12
Lawrence,	day	2.25	13.50	—	—	8½	48	12
Lowell,	day	2.50	15.00	—	—	8	48	3
New Bedford,	day	2.25	13.50	—	—	8½	48	12
Newton,	day	2.25	13.50	—	—	8	48	3
Penbody,	day	2.62	15.72	—	—	8	48	—
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	2.50	15.00	—	—	8	48	6
Springfield,	day	2.25	13.50	—	—	8	47	—
Worcester,	week	15.00	15.00	—	—	8	48	—
<i>Stone Cutters.</i>								
Boston (Highway Dept.), . .	day	3.00	18.00	\$0.56¼	\$0.56¼	8	44	12
Boston (Paving Dept.), . .	day	3.00	18.00	.56¼	.56¼	8	44	12
<i>Teamsters.</i>								
Athol,	day	2.75	16.50	—	—	9	54	—
Beverly (double),	day	2.33⅓	14.00	—	—	8	48	—
Beverly (single),	week	13.50	13.50	—	—	8	48	—
Boston (double),	week	15.37	15.37	—	—	8	44	12
Boston (helpers),	day	2.25	13.50	—	—	8	44	12
Boston (Highway Dept.), . .	day	2.25	13.50	.42½	.42½	8	44	12
Boston (single),	week	14.79	14.79	—	—	8	44	12
Bridgewater,	day	2.33⅓	14.00	—	—	—	—	—
Brookton,	day	2.50	15.00	—	—	8	48	—
Brookline,	day	2.41	14.46	—	—	8	48	6
Cambridge,	day	2.25	13.50	—	—	8	48	6
Chelsea (double),	day	2.50	15.00	—	—	—	—	—
Chelsea (single),	day	2.25	13.50	—	—	—	—	—
Danvers,	day	2.33⅓	14.00	—	—	8	48	—
Everett (double),	day	2.50	15.00	—	—	8	48	—
Everett (single),	day	2.25	13.50	—	—	8	48	—
Fall River (double),	week	15.00	15.00	.31¼	.31¼	8½	48	12
Fall River (single),	week	13.50	13.50	.28⅛	.28⅛	8½	48	12
Fitchburg,	hour	.27	12.96	—	—	8	48	6
Framingham,	day	2.50	15.00	—	—	8	48	—
Gloucester,	week	15.00	15.00	—	—	8	48	—
Haverhill,	day	2.33⅓	14.00	—	—	8	48	3
Lawrence,	day	2.25	13.50	—	—	8½	48	12
Lowell,	week	13.50	13.50	.42½	.56¼	8	48	6
Lynn,	hour	.30	14.40	—	—	—	48	—
Malden,	day	2.37½	14.25	—	{ 2.44 .59⅓ }	8	48	5
Medford,*	day	2.25	13.50	—	—	8½	48	12
Melrose,	day	2.50	15.00	—	—	8	48	—
New Bedford,	day	2.25	13.50	—	—	8½	48	12
Newburyport,	week	15.75	15.75	—	—	8	48	—
Newton (double),	day	2.25	15.00	—	—	8	48	3
Newton (single),	day	2.00	12.00	—	—	8	48	3
North Adams,	day	1.85	11.10	—	—	8	48	—
Northampton (double), . .	day	2.00	12.00	—	—	8	48	—

1 Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

2 Time and one-half for Sunday, double time for holidays.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Teamsters — Con.</i>								
Quincy (double),	day	\$2.33 $\frac{1}{3}$	\$14.00	—	—	8	48	6
Quincy (single),	day	2.25	13.50	—	—	8	48	6
Salem (double),	week	14.00	14.00	—	—	8	48	4
Salem (single),	week	13.50	13.50	—	—	8	48	4
Somerville,	day	2.25	13.50	—	—	8	48	6
Springfield,	day	2.25	13.50	—	—	8	47	—
Stoughton,	week	14.75	14.75	—	—	8	48	—
Taunton (double),	week	14.00	14.00	—	—	8	48	5
Taunton (single),	week	13.50	13.50	—	—	8	48	5
Waltham (double),	day	2.25	13.50	—	—	8	48	3
Waltham (single),	day	2.10	12.60	—	—	8	48	3
Watertown (double),	week	15.00	15.00	—	—	1 —	48	12
Watertown (single),	week	14.00	14.00	—	—	1 —	48	12
Worcester,	day	2.00	12.00	—	—	8	48	—
<i>Town Employees, n. e. s.</i>								
Brookline,	day	2.25	13.50	\$0.28 $\frac{1}{8}$	\$0.28 $\frac{1}{8}$	8	48	6
Nahant,	day	2.50	15.00	—	—	8	48	6
Winchester:								
Cemetery Dept.,	day	2.25	13.50	—	—	8	48	3
Foremen, asst.,	day	3.00	18.00	—	—	8	48	3
Sewer Dept.,	day	2.25	13.50	—	—	8	48	3
Street Dept.,	day	2.25	13.50	—	—	8	48	3
Water Dept.,	day	2.25	13.50	—	—	8	48	3
<i>Trenchmen.</i>								
Beverly,	day	{ 2.25- 2.50	{ 13.50- 15.00	{ —	{ —	8	48	—
Boston,	day	{ 2.25- 2.50	{ 13.50- 15.00	{ —	{ —	8	44	12
Brockton,	day	2.50	15.00	—	—	8	48	—
Everett,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8 $\frac{1}{2}$	48	12
Haverhill,	day	2.33 $\frac{1}{3}$	14.00	—	—	8	48	3
Lawrence,	day	2.25	13.50	—	—	8 $\frac{5}{8}$	48	12
Lynn,	hour	.33	15.84	—	—	—	48	—
Manchester,	day	2.40	14.40	—	—	8	48	—
Marlborough,	day	2.00	12.00	—	—	8	48	—
Medford,	day	2.25	13.50	—	—	8 $\frac{2}{3}$	48	12
Nahant,	day	2.50	15.00	—	—	8	48	6
New Bedford,	day	2.25	13.50	—	—	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
Newton,	day	2.25	13.50	—	—	8	48	3
Northampton,	day	2.00	12.00	—	—	8	48	—
Quincy,	day	2.00	12.00	—	—	8	48	6
Rockport,	day	2.40	14.40	—	—	8	48	—
Salem,	day	2.25	13.50	—	—	8	48	4
Springfield,	day	2.25	13.50	—	—	8	47	—
Waltham,	day	2.00	12.00	—	—	8	48	3
Watertown,	day	2.50	15.00	—	—	1 —	48	12
Worcester,	hour	.26 $\frac{1}{4}$	12.60	—	—	8	48	—
Newspaper Wagon Drivers.								
(See Teamsters.)								
Painters, House.								
(See Building Trades.)								
Painters, Ship.								
Boston,	hour	.50	22.00	—	1.00	8	44	12

¹ Work 9 hours on 4 days, 8 hours on 1 day, and 4 hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Painters, Sign. (See Building Trades.)								
Paperhangers. (See Building Trades.)								
Paper Makers. <i>Back Tenders.</i>								
Fitchburg,	day	\$1.95	\$11.70	-	{ \$0.48 $\frac{3}{4}$.43 $\frac{1}{3}$	8 9	48 54	} -
Lee,	day	1.75	10.50	\$0.21 $\frac{7}{8}$	.21 $\frac{7}{8}$	{ 12 13	} 72	-
Montague,	week	15.00	15.00	.46 $\frac{7}{8}$	.46 $\frac{7}{8}$	8	48	-
<i>Beater Helpers.</i>								
Holyoke,	day	{ 1.75- 1.90	10.50- 11.40	} -	-	8	48	-
<i>Beatermen.</i>								
Fitchburg,	day	2.10	12.60	-	{ .52 $\frac{1}{2}$.46 $\frac{2}{3}$	8 9	48 54	} -
<i>Calendermen.</i>								
Holyoke,	day	{ 1.75- 2.50	10.50- 15.00	} -	-	{ 9 10 -	48 54 65	12 12 -
<i>Engineers.</i>								
Lee,	day	2.50	15.00	.31 $\frac{1}{4}$	.31 $\frac{1}{4}$	{ 12 13	} 72	-
Montague,	day	2.50	15.00	.46 $\frac{7}{8}$	.46 $\frac{7}{8}$	8	48	-
West Springfield,	day	3.25	19.50	.40 $\frac{5}{8}$	.40 $\frac{5}{8}$	8	48	-
<i>Finishers.</i>								
Fitchburg,	day	2.35	14.10	-	{ .58 $\frac{3}{4}$.52 $\frac{2}{3}$	8 9	48 54	} -
Holyoke,	day	{ 1.75- 2.50	10.50- 15.00	} -	-	{ 9 10 -	48 54 65	12 12 -
<i>Fourth Hands.</i>								
Montague,	day	2.00	12.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8	48	-
<i>Helpers.</i>								
Holyoke,	day	2.00	12.00	{ .37 $\frac{1}{2}$.27 $\frac{3}{11}$.23	.37 $\frac{1}{2}$.27 $\frac{3}{11}$.23	1 8 11 13	48 66 78	} -
Lee,	day	1.50	9.00	.18 $\frac{3}{4}$	.18 $\frac{3}{4}$	{ 12 13	} 72	-
<i>Loftmen.</i>								
West Springfield,	day	2.00	12.00	.25	.25	8	48	-
<i>Machine Tenders.</i>								
Fitchburg,	day	3.10	18.60	-	{ .77 $\frac{1}{2}$.68 $\frac{8}{9}$	8 9	48 54	} -
Lee,	day	3.00	18.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	{ 12 13	} 72	-
Montague,	hour	.44	21.12	.66	.66	8	48	-
West Springfield,	day	3.25	19.50	.40 $\frac{5}{8}$	.40 $\frac{5}{8}$	8	48	-
<i>Mill Hands.</i>								
Northampton,	day	{ 1.70- 2.70	10.20- 16.20	.31 $\frac{3}{8}$ - .50 $\frac{3}{8}$	.31 $\frac{3}{8}$ - .50 $\frac{3}{8}$	} 8	48	-

¹ Sixty-five per cent work eight hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Paper Makers — Con.								
<i>Paper Makers, n. e. s.</i>								
Holyoke,	day	\$3.35	\$20.10	{ \$0.63 .45 ² / ₃ .38 ³ / ₄ .40	{ \$0.63 .45 ² / ₃ .38 ³ / ₄ .40	¹ 8 11 13 10	48 66 78 60	} - - - -
Huntington,	day	4.00	24.00					
<i>Plater Workers.</i>								
Holyoke,	week	{ 7.00- 10.00	{ 7.00- 10.00	-	-	10	54	12
<i>Repair Men.</i>								
Northampton,	day	{ 1.60- 3.10	{ 9.60- 18.60	.26 ² / ₃ - .51 ² / ₃	.26 ² / ₃ - .51 ² / ₃	9	54	-
<i>Third Hands.</i>								
Montague,]	day	2.00	12.00	.37 ¹ / ₂	.37 ¹ / ₂	8	48	-
<i>Truck Men.</i>								
Fitchburg,	day	1.85	11.10	-	{ .46 ¹ / ₄ .41 ¹ / ₉	8 9	48 54	} - -
<i>Wood Handlers.</i>								
Northampton,	day	{ 1.60 1.65	{ 9.60 9.90	.26 ² / ₃ .27 ¹ / ₂	.26 ² / ₃ .27 ¹ / ₂	9	54	-
<i>Yard Men.</i>								
Northampton,	day	{ 1.60- 1.90	{ 9.60- 11.40	.26 ² / ₃ - .31 ² / ₃	.26 ² / ₃ - .31 ² / ₃	9	54	-
Pattern Makers.								
Boston,	hour	.40	19.20	.60	.80	9	54	-
Lawrence,	hour	{ .32- .42	{ 17.28- 22.68	.48- .63	.48- .63	9 ³ / ₄	54	12
Pittsfield,	hour	.40	22.00	.50	.50	10	55	12
Springfield,	hour	{ .35- .45	{ 18.90- 27.00	.52 ¹ / ₂ .67 ¹ / ₂	.52 ¹ / ₂ .67 ¹ / ₂	9 10	54 60	} - -
Worcester,	hour	{ .37 ¹ / ₂ .45	{ 20.63- 24.75	.56 ¹ / ₄ - .67 ¹ / ₂	.75- .90	10	55	12
Pavers and Rammermen.								
<i>(See Building Trades and Municipal Employees.)</i>								
Paving Cutters.								
Chelmsford,	hour	² .40 ⁵ / ₈	19.50	-	-	8	48	-
Fall River,	hour	² .40	19.20	-	-	8	48	-
Gloucester,	3 -	3 -	-	-	-	8	48	-
Roskport,	3 -	3 -	-	-	-	8	48	-
Photo-Engravers.								
Boston:								
Commercial,	week	21.00	21.00	.65 ⁵ / ₈	.87 ¹ / ₂	8 ¹ / ₂	48	12
Newspaper, day,	week	25.00	25.00	.78 ¹ / ₈	.78 ¹ / ₈	8	48	-
Newspaper, night,	week	28.00	28.00	.87 ¹ / ₂	.87 ¹ / ₂	8	48	-
Springfield,	week	25.00	25.00	.76 ¹ / ₂	1.02	9	49	12
Plasterers.								
<i>(See Building Trades.)</i>								

¹ Sixty-five per cent work eight hours.² Minimum; also piece prices.³ Piece rates.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Plasterers' Tenders.								
<i>(See Building Laborers, under Building Trades.)</i>								
Plumbers, House.								
<i>(See Building Trades.)</i>								
Plumbers, Marine.								
Quincy,	hour	{ \$0.227 $\frac{2}{3}$ — .33 $\frac{1}{3}$	\$15.00— 18.00	¹ \$0.412 $\frac{3}{4}$ — .50	\$0.555 $\frac{5}{8}$ — .66 $\frac{2}{3}$	9	54	—
Press Feeders.								
Boston (book and job),	day	2.50	15.00	—	—	8	48	—
Printing Pressmen.								
<i>Cylinder.</i>								
Boston,	week	22.00	22.00	.68 $\frac{3}{4}$	.912 $\frac{3}{8}$	8	48	4
Brockton,	day	3.25	19.50	{ .61 2.81 $\frac{1}{4}$	.81 $\frac{1}{4}$	8	48	3—
Lowell,	week	19.50	19.50	.61	.81 $\frac{1}{4}$	8 $\frac{3}{4}$	48	12
Worcester,	week	18.00	18.00	.56 $\frac{1}{4}$	—	8	48	3
<i>Job.</i>								
Boston,	week	17.00	17.00	.53 $\frac{1}{8}$	.705 $\frac{5}{8}$	8	48	4
Brockton,	day	2.75	16.50	{ .51 $\frac{1}{2}$ 2.68 $\frac{3}{4}$	.68 $\frac{3}{4}$	8	48	3—
Lawrence,	week	16.50	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	—
Lowell,	week	15.00	15.00	.467 $\frac{7}{8}$	.62 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
Worcester (one press),	week	13.50	13.50	.42 $\frac{1}{5}$	—	8	48	3
Worcester (two press),	week	15.00	15.00	.467 $\frac{7}{8}$	—	8	48	3
<i>Pressmen, n. e. s.</i>								
Norwood,	week	22.00	22.00	.68 $\frac{3}{4}$	.912 $\frac{3}{8}$	8 $\frac{3}{4}$	48	12
<i>Web.</i>								
Boston:								
Brakemen (day work),	day	3.90	23.40	.834 $\frac{1}{2}$	1.113 $\frac{1}{2}$	7	42	—
Brakemen (night work),	day	3.90	23.40	.97 $\frac{1}{2}$	1.30	6	36	—
Journeymen (day work),	day	3.45	20.70	.74	.984 $\frac{1}{2}$	7	42	—
Journeymen (night work),	day	3.45	20.70	.86 $\frac{1}{4}$	1.15	6	36	—
Pressmen (day work),	day	4.15	24.90	.87	1.155 $\frac{1}{2}$	7	42	—
Pressmen (night work),	day	4.15	24.90	1.03 $\frac{3}{4}$	1.38 $\frac{1}{2}$	6	36	—
Fall River,	week	{ 22.50 25.00	{ 22.50 25.00	{ — —	{ — —	8	46	12
Lawrence,	week	{ 19.00 23.00	{ 19.00 23.00	{ .60 .72	{ .80 .96	8	48	—
Lowell,	week	{ 21.00 22.50	{ 21.00 22.50	{ .655 $\frac{5}{8}$ —	{ .87 $\frac{1}{2}$ —	8 $\frac{3}{4}$	48	12
New Bedford,	week	{ 25.00 22.50	{ 25.00 22.50	{ — —	{ — —	8	46	12
Taunton,	week	{ 25.00 25.00	{ 25.00 25.00	{ — —	{ — —	8	46	12
Worcester,	day	{ 3.50 4.50	{ 21.00 27.00	{ .655 $\frac{5}{8}$.843 $\frac{3}{4}$	{ .655 $\frac{5}{8}$.843 $\frac{3}{4}$	8	48	—
Quarry Workers.								
Chester:								
Blacksmiths,	hour	.28	15.12	.28	.28	9	4 53	—
Blacksmiths' helpers,	hour	.20	10.80	.20	.20	9	4 53	—
Derrickmen,	hour	.22	11.88	.22	.22	9	4 53	—
Derrickmen, head,	hour	.27	14.58	.27	.27	9	4 53	—

¹ Double time after midnight.³ Saturday half-holiday in some cases.² Double time after 10 p.m.⁴ Paid for 54 hours, although they work eight hours on Saturday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Quarry Workers — Con.								
Drill runners,	hour	{ \$0.25 .27 .28	{ \$13.50 14.58 15.12	{ \$0.25 .27 .28	{ \$0.25 .27 .28	{ 9	1 53	-
Engineers,	hour	{ .27 .28	{ 14.58 15.12	{ .27 .28	{ .27 .28	{ 9	1 53	-
Firemen,	hour	.27	14.58	.27	.27	9	1 53	-
Laborers,	hour	{ .20- .22	{ 10.80- 11.88	{ .20- .22	{ .20- .22	{ 9	1 53	-
Quarrymen, n. s.,	hour	.27	14.58	.27	.27	9	1 53	-
Tool sharpeners,	hour	.28	15.12	.28	.28	9	1 53	-
East Longmeadow:								
Blacksmiths,	hour	.34	18.02	.34	.34	9	53	-
Laborers,	hour	.21	11.13	.21	.21	9	53	-
Quarrymen, n. s.,	hour	.26½	14.05	.26½	.26½	9	53	-
Lowell (hoisting and portable engineers),	day	2.75	16.50	.43	.43	9	50	12
Milford:								
Blacksmiths,	hour	.43	20.64	2.64½	.86	8	48	6
Derrickmen, first,	hour	.31	14.88	2.46½	.62	8	48	6
Derrickmen, second,	hour	.29	13.92	2.43½	.58	8	48	6
Derrickmen, third,	hour	.26	12.48	2.39	.52	8	48	6
Quarrymen, n. s.,	hour	.30	14.40	2.45	.60	8	48	6
Quincy,	hour	.30	14.40	.30	.37½	8	48	-
Rockport,	hour	.25	12.00	.37½	.50	8	48	-
Railroad Employees.								
<i>(See Steam Railroad Employees and Street Railway Employees.)</i>								
Retail Clerks.								
<i>(See Clerks.)</i>								
Roofers and Helpers.								
<i>(See Building Trades.)</i>								
Rubber Workers.								
Brockton,	3 -	3 -	3 -	-	-	9	50	12
Easthampton,	3 -	3 -	3 -	-	-	10	55	12
Sail Makers.								
Gloucester,	hour	.33½	18.00	.50	.50	9	54	-
Sausage Makers.								
Cambridge,	week	{ 13.00- 18.00	{ 13.00- 18.00	{ 4 -	5 -	{ 9 10	{ 54 60	{ -
Seamen.								
Boston:								
Boatswains,	month	{ 40.00 45.00	{ -	-	-	9	6 56	-
Quartermasters,	month	{ 35.00 40.00	{ -	-	-	9	6 56	-
Seamen,	month	{ 30.00 35.00	{ -	-	-	9	6 56	-
Watchmen,	month	{ 40.00 45.00	{ -	-	-	9	6 56	-

¹ Paid for 54 hours, although they work eight hours on Saturday.
² May work two evenings overtime, one hour each, at regular rate.
³ Piece rates.

⁴ Time and one-half.
⁵ Double time.
⁶ Work two hours Sunday.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Sheet Metal Workers. (See Building Trades.)								
Shipbuilders. (See Boilermakers and Iron Shipbuilders.)								
Shoe Clerks. (See Clerks.)								
Stablemen. (See Teamsters.)								
State Employees.								
<i>Metropolitan Park Employees.</i>								
Stoneham:								
Engineers,	day	\$3.25	\$19.50	\$0.40 ⁵ / ₈	\$0.40 ⁵ / ₈	8	48	6
Foremen,	day	2.75	16.50	.34 ³ / ₈	.34 ³ / ₈	8	48	6
Gardeners,	day	2.50	15.00	.31 ¹ / ₄	.31 ¹ / ₄	8	48	6
Laborers,	day	2.25	13.50	.28 ¹ / ₈	.28 ¹ / ₈	8	48	6
In General:								
Drawtenders,	week	{ 15.00 15.36	{ 15.00 15.36	-	-	8	48	-
Stationary Enginemen. (See Engineers.)								
Stationary Firemen. (See Firemen.)								
Steam Engineers. (See Engineers.)								
Steamfitters. (See Building Trades.)								
Steamfitters' Helpers. (See Building Trades.)								
Steamfitters, Marine.								
Boston,	hour	.45	21.60	.67 ¹ / ₂	.67 ¹ / ₂	8	48	4
Quincy,	hour	{ .27 ⁷ / ₈ .33 ¹ / ₃	{ 15.00 18.00	{ 1.41 ² / ₃ .50	{ .55 ⁵ / ₈ .66 ² / ₃	{ 9 9	{ 53 54	{ - -
Steam Railroad Employees.								
<i>Building Mechanics.</i>								
Boston,	day	2.75	16.50	.45 ⁵ / ₈	.45 ⁵ / ₈	9	53	2
Salem:								
Carpenters,	day	2.65	15.90	2 -	2 -	{ 3 9 10	{ 3 53 58	{ - -
Laborers,	day	1.80	10.80	2 -	2 -	{ 3 9 10	{ 3 53 58	{ - -
Painters,	day	2.50	15.00	2 -	2 -	{ 3 9 10	{ 3 53 58	{ - -

¹ Double time after midnight.

² Time and one-half for overtime and Sundays; regular rate holidays.

³ Inside men, 53 hours, outside men, 58 hours.

TABLE 9. — Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Building Mechanics</i> — Con.								
Salem — Con.								
Plumbers,	day	\$2.65	\$15.90	1 —	1 —	{ 2 9 10	2 53 58	{ —
Tinsmiths,	day	{ 2.25 2.75	13.50 16.50	{ 1 —	1 —	{ 2 9 10	2 53 58	{ —
<i>Car Inspectors.</i>								
Boston,	hour	.24	{ 13.92 15.12 }	\$0.36	\$0.24	{ 10 11	58 63	{ 2
Boston,	day	2.40	14.40	.24	.24	10	60	—
Boston (inside),	hour	.27	15.66	.40½	.24	10	58	2
Greenfield,	hour	.24	{ 16.80 18.48 }	.36	.24	{ 10 11	70 77	{ —
Worcester,	hour	.24	18.48	.36	.24	11	77	—
<i>Car Repairers.</i>								
Boston,	hour	.25	13.50	.37½	.37½	9	54	3
Boston,	hour	.26½	14.31	.39¾	.39¾	9	54	2
Fitchburg,	hour	{ .26½ .29	14.05— 15.37	.39¾— .43½	.39¾— .43½	{ 9	53	2
Greenfield,	hour	.24	{ 16.80 18.48 }	.36	.24	{ 10 11	70 77	{ —
Worcester,	hour	.24	14.40	.36	.36	10	60	—
<i>Car Workers.</i>								
Boston:								
Cabinet makers,	hour	.30	16.20	.45	.45	9	54	3
Carpenters,	hour	.28	15.12	.42	.42	9	54	3
Cleaners,	hour	.18	10.80	.27	.18	10	60	—
Fuel Department,	day	1.95	11.70	.29¼	.19½	10	60	—
Gas fillers,	hour	.22½	13.50	.33¾	.22½	10	60	2
Oilers,	hour	.21½	12.90	.32¼	.21½	10	60	2
Tinsmiths,	hour	.27	14.58	.40½	.40½	9	54	3
Track Department,	day	1.90	11.40	.28½	.19	10	58	—
Upholsterers,	hour	.26	14.04	.39	.39	9	54	3
Salem,	hour	.26½	14.05	.39¾	.39¾	9	53	2
<i>Carpenters.</i>								
Boston,	day	3.00	18.00	.50	.50	9	53	—
Boston,	hour	.26	13.78	.39	.39	9	53	—
<i>Clerks, Railway.</i>								
Boston (Union A),	day	{ 1.70— 3.25	10.20— 19.50	.21¼— .46⅝	.21¼— .46⅝	{ 9½	57	3 4
Boston (Union B),	day	{ 1.75— 3.50	10.50— 21.00	.17½— .35	.17½— .35	{ 9½	57	—
Boston (Union C),	day	{ 1.70— 3.25	10.20— 19.50	.18— .34½	.18— .34½	{ 9½	57	—
Boston (Union D),	week	{ 10.00— 15.00	10.00— 15.00	{ —	—	8½	45½	12
		1.70	10.20					
		1.80	10.80					
		1.90	11.40					
		2.05	12.30					
Boston (Union E),	day	{ 2.15— 2.50 2.75 3.00 3.25 3.50	12.90 15.00 16.50 18.00 19.50 21.00	{ 5 —	6 —	9½	56½	3
Boston (Union F),	day	{ 2.45 .19—	14.70 11.40—	.25 .19—	.25 .19—	10	60	—
Fall River,	hour	{ .26½	15.90	.26½	.26½	10	60	—

1 Time and one-half for overtime.

2 Inside men, 53 hours; outside men, 58 hours.

3 Every other Saturday for four months.

4 Four hours or more to be paid a day's rate.

5 Time and one-half.

6 If work Sunday work seven hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR						
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect				
Steam Railroad Employees — Con.												
<i>Clerks, Railway — Con.</i>												
Fitchburg,	day	{ \$2.15- 2.75	\$12.90- 16.50	\$0.21½- .30⅝	\$0.21½- .30⅝	9 10	54 60	}	-			
Holyoke,	day	2.23	13.38	.23½	.23½	9½	57		-			
Lawrence,	day	{ 1.70- 3.50	10.20- 21.60	.19- .39	.19- .39	}	9 54	}	-			
Lowell:												
Cashiers,	day	3.10	18.60	.31	.31	10	60		-			
Chief clerks,	day	3.10	18.60	.31	.31	10	60		-			
Correspondence clerks,	day	2.10	12.60	.21	.21	10	60		-			
Credit clerks,	day	2.40	-	-	-	-	68		-			
Miscellaneous clerks,	day	1.90	11.40	.19	.19	10	60		-			
Yard clerks,	day	2.10	12.60	.21	.21	10	60		-			
New Bedford,	week	{ 12.00- 20.00	12.00- 20.00	.20- .33⅓	.20- .33⅓	}	10 60	}	-			
Northampton,	hour	.19 .22	13.30 15.40	.19 .22	.19 .22							
Somerville,	day	2.50	17.50	.25	.25	10	70		-			
<i>Conductors, Railway.¹</i>												
The State,	day	{ 3.62 3.97½ 4.20	-	{ .36 .40 .42	.36 .40 .42	}	10 - -	}	-			
<i>See also Railroad Trainmen.</i>												
<i>Engineers, Locomotive.¹</i>												
Freight,	day	4.65	-	.46½	.46½	10	-		-			
Passenger,	day	4.10	-	.41	.41	10	-		-			
Switch,	day	{ 4.10 3.50	-	{ .41 .35	.41 .35	10 8	-		-			
<i>Firemen, Locomotive.¹</i>												
Engine house,	day	2.50	-	.25	.25	10	-		-			
Freight (consolidation type engine),	day	2.90	-	.29	.29	10	-		-			
Local freight (consolidation type engine),	hour	.387	-	-	-	10	-		-			
Freight (other, 57 tons or over),	day	2.75	-	.27½	.27½	10	-		-			
Local freight (other, 57 tons or over),	hour	.366	-	-	-	10	-		-			
Freight (less than 57 tons),	day	2.60	-	.26	.26	10	-		-			
Local freight (less than 57 tons),	hour	.347	-	-	-	10	-		-			
Passenger (consolidation type engine),	day	2.90	-	.29	.29	10	-		-			
Passenger (70 tons or over),	day	2.60	-	.26	.26	10	-		-			
Passenger (less than 70 tons),	day	2.40	-	.24	.24	10	-		-			
Switching (consolidation type engine, 70 tons or over),	day	2.90	-	.29	.29	10	-		-			
Switching (other engines),	day	2.20	-	.22	.22	10	-		-			

¹ The rates of wages of employees engaged in the operation of steam railroad trains are uniform throughout the entire railroad system and for this reason the rates given cannot be assigned to any particular locality. In addition to guaranteed minimum rates for service, additional compensation is granted on the New York, New Haven, and Hartford Railroad, the Boston and Maine Railroad, and the Boston and Albany Railroad, such additional compensation being based on mileage covered, and in the case of engineers and firemen on the class of engine operated. The mileage rates are practically identical for these three railroad systems.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Firemen, Locomotive — Con.</i>								
Passenger,	day	\$2.00 2.45 2.40	-	\$0.25 .24½ .24	\$0.25 .24½ .24	8 10	-	-
Switching,	day	2.60 .23½ .24	-	.26 .23½ .24	.26 .23½ .24	10	-	-
Worcester,	hour	.26 .29	-	.26 29	.26 .29	-	-	-
<i>Freight Handlers.</i>								
Boston,	day	2.14 2.14 2.14½	\$12.84 12.84	.30 .30 .30	.316 .30 .30	10 10 10	60 60 -	- - -
Boston,	hour	.21½	13.00	.30	.30	10	60	-
<i>Machinists.</i>								
Boston,	hour	.28½ .38½	15.11- 20.41	.42¾ .57¾	.28½ .38½	9	53	-
Boston (helpers),	hour	.23	12.42	.34½	.34½	9	54	-
Springfield:								
Air brake,	hour	.35½	18.82	.53¼	.53¼	9	53	2
Floor hands,	hour	.32- .33 .34-	16.96- 17.49 18.02-	.48- .49½ .51-	.48- .49½ .51-	9	53	2
Machine hands,	hour	.35½	18.82	.53¼	.53¼	9	53	2
Round house,	hour	.31½ .33½	16.70- 17.76	.47¼- .50¼	.47¼- .50¼	9	53	2
<i>Maintenance-Of-Way Employees.</i>								
Boston:								
Foremen,	hour	.249- .32	14.44- 18.56	.374- .48	.374- .48	10	58	-
Foremen,	day	2.60- 3.25	15.60- 19.50	.39- .48¾	.39- .48¾	10	58	-
Laborers,	hour	.16	9.28	.24	.24	10	58	-
Laborers,	day	1.80	10.80	.27	.27	10	58	-
Trackmen,	hour	.17	9.86	.25½	.25½	10	58	-
Fitchburg:								
Carpenters, bridge,	day	2.65	15.90	.39¾	.39¾	10	58	-
Foremen,	day	2.75	16.50	.41¼	.41¼	10	58	-
Foremen, bridge,	day	3.25	19.50	.48¾	.48¾	10	58	-
Plumbers,	day	2.65	15.90	.39¾	.39¾	10	58	-
Second hands,	day	2.15	12.90	.32¼	.32¼	10	58	-
Section men,	day	1.80	10.80	.27	.27	10	58	-
Greenfield (trackmen),	day	1.80	10.80	.27	.27	10	58	-
Lowell:								
Foremen, asst. spare crew,	hour	.22½	13.05	.33¾	.33¾	10	58	-
Foremen, asst. yard,	hour	.26	15.08	.39	.39	10	58	-
Foremen, section,	hour	.26½	15.37	.39¾	.39¾	10	58	-
Foremen, spare crew,	hour	.31½	18.27	.47¼	.47¼	10	58	-
Foremen, yard,	hour	.32½	18.85	.48¾	.48¾	10	58	-
Track laborers,	hour	.18	10.44	.27	.27	10	58	-
Pittsfield:								
Apprentices,	hour	.18	10.44	.27	.27	10	58	-
Foremen, section,	hour	.27½	15.95	.41¼	.41¼	10	58	-
Laborers,	hour	.16	9.28	.24	.24	10	58	-
Section men,	hour	.17	9.86	.25½	.25½	10	58	-
Salem:								
Foremen, section,	day	2.60- 3.25	15.60- 19.50	.39- .48¾	.39- .48¾	10	58	-
Section men,	day	1.80	10.80	.27	.27	10	58	-
Section men (temporary),	day	1.60	9.60	.24	.24	10	58	-
Worcester:								
Foremen, road,	day	2.75	16.50	.41¼	.41¼	10	58	-
Foremen, yard, 1st class,	day	3.32	19.92	.49½	.49½	10	58	-
Foremen, yard, 2d class,	day	3.12	18.72	.46½	.46½	10	58	-

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect	
Steam Railroad Employees — Con.									
<i>Painters.</i>									
Boston,	hour	\$0.28	\$15.12	\$0.42	\$0.42	9	54	—	
<i>Railroad Trainmen.^{1 2}</i>									
<i>Freight Service.³</i>									
Brakemen,	hour	{ .22- .28	13.20- 16.80	.22- .28	.22- .28	}	10	60	—
Brakemen,	day	{ 2.52½ 2.70	15.12 16.20	.25¼ .27	.25¼ .27		10	60	—
Conductors,	day	{ 3.63 3.97½	21.78 23.85	.36¾ .39¾	.36¾ .39¾	}	10	60	—
Flagmen,	day	{ 2.42	14.52	.24½	.24½		10	60	—
<i>Passenger Service.⁴</i>									
Baggagemen,	day	2.75	16.50	.27	.27	10	60	—	
Baggagemen (28 day service),	month	69.00	—	—	—	10	70	—	
Brakemen,	day	{ 2.50 2.55	15.00 15.30	}	.25 .25	10	60	—	
Brakemen (28-day service), .	month	{ 64.50	—		—	10	70	—	
Conductors,	day	{ 4.20 4.50	25.20 27.00	.42 .45	.42 .45	}	10	60	—
Conductors (28-day service), .	month	{ 115.00	—	—	—		10	70	—
Conductors, assistant, . . .	day	3.35	20.10	.33	.33	10	60	—	
Conductors, assistant (28-day service),	month	92.00	—	—	—	10	70	—	
<i>Yard Service.</i>									
Brakemen, day,	hour	{ .32 .33 .34	19.20 19.80 20.40	.32 .33 .34	.32 .33 .34	}	10	60	—
Brakemen, night,	hour	{ .34 .35 .36	20.40 21.00 21.60	.34 .35 .36	.34 .35 .36		10	60	—
Conductors, day, ⁵	hour	{ .35 .36 .37	21.00 21.60 22.20	.35 .36 .37	.35 .36 .37	}	10	60	—
Conductors, night, ⁶	hour	{ .37 .38 .39	22.20 22.80 23.40	.37 .38 .39	.37 .38 .39		10	60	—
Switchmen,	hour	.26	15.60	.26	.26	10	60	—	
<i>Railway Signalmen.</i>									
Boston:									
Assistants,	day	2.25	13.50	.35½	.35½	9½	56	—	
Electricians,	day	{ 2.75 3.00	16.50 18.00	.44 .48	.44 .48	}	9¼	56	—
Helpers,	day	{ 1.75 2.00	10.50 12.00	.27¾ .31½	.27¾ .31½		9½	56	—
Repairmen,	day	{ 2.50 2.75	15.00 16.50	.39½ .44	.39½ .44	}	9½	56	—

¹ See footnote 1 on page 98, ante.
² In computing overtime less than one-half hour not counted as one-half, but each one minute over one-half hour thereafter counted as next full hour.
³ Mileage in Freight Service for each 100 miles or less, either straightaway or turn-around is paid as follows: brakemen, 2.42 cents a mile; conductors, 3.63 cents a mile; flagmen, 2.525 cents a mile. Local or pick-up freight for 75 miles or less: brakemen, 2.7 cents a mile; conductors, 3.975 cents a mile; flagmen, 2.8 cents a mile; for over 75 miles: brakemen, 3.46 cents a mile; conductors, 4.8 cents, and flagmen 3.3 cents. Overtime an hour for brakemen, 34.6 cents; conductors, 48 cents; and flagmen, 36 cents; 10 miles to be equivalent to one hour.
⁴ Mileage in Passenger Service is paid as follows: baggagemen, 1.55 cents a mile, not less than 177 miles a day; brakemen, 1.5 cents a mile, not less than 170 miles a day; conductors, 2.68 cents a mile, and assistant conductors 2.15 cents a mile, not less than 157 miles a day for each.
⁵ Special rate of \$4.00 a day to three towns.
⁶ Special rate of \$3.75 a night to one town.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees								
— Con.								
<i>Station Employees.</i>								
Boston:								
Baggage masters,	day	\$2.50	\$17.50	\$0.25	\$0.25	10	70	—
Baggagemen,	day	2.14	14.98	.21 $\frac{2}{5}$	.21 $\frac{2}{5}$	10	70	—
Baggage shippers,	day	2.60	18.20	.26	.26	10	70	—
Crossing tenders,	day	2.00	14.00	.20	.20	10	70	—
Station cleaners,	day	1.85	12.95	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	10	70	—
Salem:								
Baggage department,	day	{ 1.50— 1.85	{ 9.00— 11.10	{ .15— .18 $\frac{1}{2}$	{ .22 $\frac{1}{2}$ — .27 $\frac{3}{4}$	{ 10	{ 60	{ —
Crossing department,	day	{ 1.25— 1.85	{ 7.50— 11.10	{ .12 $\frac{1}{2}$ — .18 $\frac{1}{2}$	{ .18 $\frac{3}{4}$ — .27 $\frac{3}{4}$	{ 10	{ 60	{ —
Freight checkers,	day	2.15	12.90	.21 $\frac{1}{2}$	.32 $\frac{1}{4}$	10	60	—
Freight handlers,	day	1.80	10.80	.18	.27	10	60	—
Receiving and delivery clerks,	day	2.00	12.00	.20	.30	10	60	—
Springfield,	day	{ 1.80 2.25	{ 10.80 13.50	{ .18 .22 $\frac{1}{2}$	{ .22 $\frac{1}{2}$.28 $\frac{1}{8}$	{ 10	{ 60	{ —
Taunton,	day	{ 1.55— 1.75	{ 10.85— 12.25	{ —	{ 1—	{ —	{ 90— 95	{ —
Worcester:								
Checkmen,	day	2.15	12.90	—	—	10	60	—
Receiving and delivery clerks,	day	2.15	12.90	—	—	—	57	—
Truckers,	day	1.80	10.80	—	—	10	60	—
<i>Steamfitters.</i>								
Boston,	hour	{ .25— .32 $\frac{1}{2}$	{ 13.50— 17.55	{ .37 $\frac{1}{2}$ — .48 $\frac{3}{4}$	{ .37 $\frac{1}{2}$ — .48 $\frac{3}{4}$	{ 9	{ 54	{ —
Boston (helpers),	hour	{ .20 $\frac{1}{2}$ — .23	{ 11.07— 12.42	{ .30 $\frac{3}{4}$ — .34 $\frac{1}{2}$	{ .30 $\frac{3}{4}$ — .34 $\frac{1}{2}$	{ 9	{ 54	{ —
<i>Telegraphers.</i>								
Operators (Albany Division),								
day		{ 2.00 2.09 2.14 2.25 2.30 2.35 2.41 2.46 2.57 2.67	{ 14.00 14.63 14.98 15.75 16.10 16.45 16.87 17.22 17.99 18.69	{ 2—	{ 2—	{ 8— 12	{ 56— 84	{ —
Operators (Boston Division),								
day		{ 1.87 2.00 2.14 2.67 1.50 2.00	{ 13.09 14.00 14.98 18.69 10.50 14.00	{ 2—	{ 2—	{ 8— 12	{ 56— 84	{ —
Station agents (Albany Division),								
day		{ 2.14 2.30 2.50 3.00 3.21 1.58 1.60 1.77	{ 14.98 16.10 17.50 21.00 22.47 11.06 11.20 12.39	{ 2—	{ 2—	{ 8— 12	{ 56— 84	{ —
Station agents (Boston Division),								
day		{ 2.00 2.14 2.41 2.46 2.67	{ 14.00 14.98 16.87 17.22 18.69	{ 2—	{ 2—	{ 8— 12	{ 56— 84	{ —

¹ Work Sunday at same daily rate.² Same rate for overtime, but not less than 25 cents an hour except in certain specified cases.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Telegraphers</i> — Con.								
		\$2.09	\$14.63					
		2.14	14.98					
		2.30	16.10					
Towermen (Albany Division)	day	2.35	16.45	1 —	1 —	{ 8- 12	56- 84	{ —
		2.41	16.87					
		2.57	17.99					
		2.67	18.69					
		2.14	14.98					
		2.30	16.10					
Towermen (Boston Division),	day	2.35	16.45	1 —	1 —	{ 8- 12	56- 84	{ —
		2.41	16.87					
		2.50	17.50					
		2.51	17.57					
		2.67	18.69					
<i>Tinsmiths.</i>								
Boston,	hour	{ .25½- .31½	13.77- 17.01	\$0.38¼- .47¼	\$0.38¼- .47¼	{ 9	54	{ —
Steamship Clerks. (<i>See Clerks.</i>)								
Steam Shovel and Dredge Men. (<i>See Building Trades.</i>)								
Steel and Copper Plate Printers.								
Boston,	2 —	2 —	2 —	—	—	8	45	12
Stereotypers. (<i>See Electrotypers.</i>)								
Stone Cutters.								
Boston,	hour	.50	22.00	1.00	1.00	8	44	12
Lee,	hour	.50	23.50	—	—	8	47	—
Springfield,	hour	.56¼	24.75	.84¾	1.12½	8	44	12
Worcester,	hour	.50	24.00	—	—	8	48	—
Stone Masons. (<i>See Building Trades.</i>)								
Stove Mounters.								
Taunton,	day	³ 3.70	22.20	.41½	—	9	54	—
Watertown,	hour	.40	21.60	—	—	9	54	—
Street and Electric Railway Employees. <i>Barn Men.</i>								
Brockton,	hour	{ .23½- .26	15.52- 18.20	⁴ .34¾- .39	.23½- .26	{ 510	{ 67- 70	{ —
Springfield,	day	{ 1.65- 2.31	11.55- 16.17	.16½- .23¼ ₁₀	.16½- .23¼ ₁₀	{ 10	70	{ —

¹ Same rate for overtime, but not less than 25 cents an hour except in certain specified cases.² Piece rates.⁴ Time and one-half after midnight.³ Average.⁵ On Sunday 7 to 10 hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect.
Street and Electric Railway Employees — Con.								
<i>Blacksmiths.</i>								
Lowell,	hour	{ \$0.22- .25	\$15.40- 17.50	\$0.27½- .31¼	\$0.27½- .31¼	10	1 68	-
<i>Carpenters.</i>								
Lowell,	hour	{ .21- .25	14.70- 17.50	.26¼- .31¼	.26¼- .31¼	10	1 68	-
<i>Conductors. (See Motormen.)</i>								
<i>Machine Shop.</i>								
Boston,	hour	{ .24- .40	11.76- 19.60	.36- .60	-	9	49	12
Lowell,	hour	{ .20- .25	14.00- 17.50	.25- .31¼	.25- .31¼	10	1 68	-
Springfield,	day	{ 2.20- 2.47½	15.40- 17.33	.22- .24½	.22- .24½	10	70	-
<i>Motormen and Conductors.</i>								
Boston,	hour	{ .23- .26½	16.10- 18.55	.30	.30	2 10	70	-
Brockton,	hour	{ .23½- .27½	15.75- 19.25	.23½- .27½	.23½- .27½	3 10	{ 67- 70	-
Chelsea,	hour	{ .27½- .27½	19.25	-	-	10	70	-
Dedham,	hour	{ .23½- .27½	15.28- 17.88	.23½- .27½	.23½- .27½	10	65	-
Fall River,	hour	{ .23½- .27½	14.81- 17.88	.23½- .27½	.23½- .27½	10	{ 63- 65	-
Gloucester,	hour	{ .23½- .27½	16.45- 19.25	-	-	10	70	-
Holyoke,	hour	{ .22- .26¾	14.30- 17.79	.22- .26¾	-	4 9½	{ 65 66½	-
Lawrence,	hour	{ .23½- .27½	16.45- 19.25	.23½- .27½	.23½- .27½	10	70	-
Lowell,	hour	{ .23½- .26½	16.45- 18.55	.23½- .26½	.23½- .26½	10	70	-
Lynn,	hour	{ .22½- .26½	13.50- 15.90	.22½- .26½	.22½- .26½	10	60	-
Quincy,	hour	{ .23½- .27½	16.22- 18.98	.23½- .27½	.23½- .27½	10	59	-
Salem,	hour	{ .23½- .27½	16.45- 18.55	.23½- .27½	.23½- .27½	10	70	-
Springfield,	hour	{ .23- .28½	16.10- 19.95	.23- .28½	.23- .28½	10	70	-
Woburn,	hour	{ .23½- .27½	16.45- 18.55	.23½- .27½	.23½- .27½	5 10	70	-
Worcester,	hour	{ .21½- .26¾	13.55- 16.85	.21½- .26¾	.21½- .26¾	9	63	-
<i>Paint Shop.</i>								
Lowell,	hour	{ .17½- .23½	12.25- 16.45	.21⅞- .29⅞	.21⅞- .29⅞	10	1 68	-
<i>Pitmen and Helpers.</i>								
Fall River,	day	{ 1.94- 2.20	11.64- 15.40	.19⅞- .22	.19⅞- .22	10	{ 60- 70	-
Lowell,	hour	{ .16- .23	11.20- 16.10	.20- .28¾	.20- .28¾	10	1 68	-
<i>Sanders and Oilers.</i>								
Brockton,	week	13.90	13.90	.19¾	.19¾	10	{ 3 67- 70	-
Springfield,	day	1.92½	13.47	.19¼	.19¼	10	70	-

1 Paid for 70 hours.

2 On Sunday 8½ hours.

3 On Sunday 7 to 10 hours.

4 On Sunday 8 to 9½ hours.

5 On Sunday 9 to 9½ hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Street and Electric Railway Employees—Con.								
<i>Winders.</i>								
Lowell,	hour	\$0.16- .26	\$11.20- 18.20	\$0.20- .32 ¹ / ₂	\$0.20- .32 ¹ / ₂	10	¹ 68	—
Springfield,	day	{ 2.25- 3.02 ¹ / ₂	{ 15.75- 21.18	{ .22 ¹ / ₂ - 30 ¹ / ₄	{ .22 ¹ / ₂ - 30 ¹ / ₄	10	68	—
Structural Iron Workers.								
<i>(See Bridge and Structural Iron Workers.)</i>								
Teamsters.								
<i>Ambulance Drivers.</i>								
Boston,	week	14.00	14.00	.25	.25	8	56	—
<i>Bakery Wagon Drivers.</i>								
Brockton,	week	{ 12.00- 20.00	{ 12.00- 20.00	{ — —	{ — —	10 ¹ / ₄	63	—
<i>Chauffeurs.</i>								
Framingham,	week	13.50	13.50	—	—	9 ¹ / ₂	57	—
<i>Coal Handlers.</i>								
Boston (supervisors),	week	20.50	20.50	.65	.55 ⁵ / ₆	9	54	—
Springfield,	week	14.00	14.00	—	—	10	60	4
Springfield (helpers),	week	12.00	12.00	—	—	10	60	4
Westfield,	week	13.00	13.00	.25	—	² 10	60	—
<i>Coal Teamsters.</i>								
Haverhill,	week	14.00	14.00	.26	.26	9	54	3
Lawrence,	hour	.25	15.00	—	—	10	60	—
Lynn (double),	week	15.00	15.00	.41 ² / ₃	.41 ² / ₃	9	54	5
Lynn (single),	week	13.50	13.50	.34 ² / ₃	.34 ² / ₃	9	54	6
Marblehead,	day	2.16 ² / ₃	13.00	.25	.34 ¹ / ₃	9 ¹ / ₂	57	3
Waltham,	week	12.00	12.00	.22 ² / ₃	.33 ¹ / ₃	9	54	5
<i>Worcester:</i>								
One-horse,	week	13.00	13.00	.32 ¹ / ₂	.32 ¹ / ₂	10	60	4
Two-horse,	week	14.00	14.00	.35	.35	10	60	4
Three-horse,	week	15.00	15.00	.37 ¹ / ₂	.37 ¹ / ₂	10	60	4
Four-horse,	week	16.00	16.00	.40	.40	10	60	4
<i>Express Teamsters.</i>								
Haverhill,	week	15.00	15.00	.37 ¹ / ₂	.50	10	60	—
Lynn (double),	week	15.00	15.00	.38	.38	10	59	—
Lynn (single),	week	13.50	13.50	.34 ¹ / ₂	.34 ¹ / ₂	10	59	—
<i>Furniture Teamsters.</i>								
Haverhill,	week	13.50	13.50	.33 ³ / ₄	.45	10	60	—
<i>Grain and Mason Supply Handlers.</i>								
Springfield,	week	14.00	14.00	—	—	10	60	4
<i>Ice Teamsters.</i>								
Lynn,	week	17.00	17.00	—	—	—	—	—
<i>Laundry Wagon Drivers.</i>								
Boston (coat, towel, and apron),	week	³ 12.00	³ 12.00	.36 ⁴ / ₁₁	.36 ⁴ / ₁₁	11	66	—
Brockton,	week	³ 12.00	³ 12.00	—	—	⁴ 9	54	—
<i>Lumber Teamsters.</i>								
Lynn (double),	week	15.00	15.00	.41	.41	10	55	12
Lynn (single),	week	13.00	13.00	.35 ¹ / ₂	.35 ¹ / ₂	10	55	12

¹ Paid for 70 hours.² Work 9 hours a day during five months of year.³ Minimum.⁴ Average.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Teamsters — Con.								
<i>Milk Wagon Drivers.</i>								
Boston,	week	\$18.00	\$18.00	—	—	10	70	—
<i>Newspaper Wagon Drivers.</i>								
Boston:								
Depot,	week	16.00	16.00	\$0.30	\$0.46	10	70	—
Route,	week	19.00	19.00	.30	.54 ² / ₇	10	70	—
Trucking,	week	19.00	19.00	.30	.54 ² / ₇	10	70	—
<i>Sand and Cement Teamsters.</i>								
Lynn (double),	week	15.00	15.00	.41 ² / ₃	.41 ² / ₃	9	54	—
Lynn (single),	week	13.50	13.50	.37 ¹ / ₂	.37 ¹ / ₂	9	54	—
<i>Stable and Garage Men.</i>								
Boston:								
Garage men,	week	14.00	14.00	—	—	11	1 65	—
Harness cleaners,	week	15.00	15.00	—	—	11	1 65	—
Hostlers,	day	2.00	13.00	—	—	11	1 65	—
Washers,	week	16.00	16.00	—	—	11	1 65	—
<i>Teamsters, General.</i>								
Fall River,	week	{ 10.00- 13.50	{ 10.00- 13.50	{ —	{ —	10	60	—
Framingham (double),	week	13.50	13.50	—	.23 ² / ₃	9 ¹ / ₂	57	—
Framingham (helpers),	week	12.00	12.00	—	.21	9 ¹ / ₂	57	—
Framingham (single),	week	12.00	12.00	—	.21	9 ¹ / ₂	57	—
Gloucester (double),	week	13.00	13.00	.25	.37 ¹ / ₂	10	60	—
Gloucester (single),	week	11.00	11.00	.25	.37 ¹ / ₂	10	60	—
Lowell (double),	week	15.00	15.00	.25	.25	10	60	—
Lowell (single),	week	13.50	13.50	.22 ¹ / ₂	.22 ¹ / ₂	10	60	—
Quincy:								
One-horse,	week	12.50	12.50	—	—	n.s.	n.s.	—
Two-horse,	week	14.00	14.00	—	—	n.s.	n.s.	—
Three-horse,	week	15.00	15.00	—	—	n.s.	n.s.	—
Four-horse,	week	16.00	16.00	—	—	n.s.	n.s.	—
Five-horse,	week	17.00	17.00	—	—	n.s.	n.s.	—
Six-horse,	week	18.00	18.00	—	—	n.s.	n.s.	—
Salem: ²								
One-horse,	week	13.00	13.00	—	.44	10	59	—
Two-horse,	week	14.00	14.00	—	.47 ¹ / ₂	10	59	—
Three-horse,	week	15.00	15.00	—	.50 ⁵ / ₆	10	59	—
Four-horse,	week	16.00	16.00	—	.54 ¹ / ₄	10	59	—
<i>Transfer Drivers.</i>								
Boston:								
Double auto,	week	16.00	16.00	.25	{ .340 .53 ¹ / ₃	10	60	—
Double auto helpers,	week	12.00	12.00	.25	{ .330 .40	10	60	—
Double helpers,	week	11.00	11.00	.25	{ .327 ¹ / ₂ .36 ² / ₃	10	60	—
Double wagon,	week	15.00	15.00	.25	{ .337 ¹ / ₂ .50	10	60	—
Single auto,	week	14.00	14.00	.25	{ .335 .46 ² / ₃	10	60	—
Single helpers,	week	10.00	10.00	.25	{ .325 .33 ¹ / ₃	10	60	—
Single wagon,	week	13.00	13.00	.25	{ .321 ¹ / ₂ .43 ¹ / ₃	10	60	—

¹ Work 5 hours on Sunday.
² Lumber teamsters have Saturday half-holiday six months of year; coal teamsters four months.
³ Time and one-half holidays, double time Sundays.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect.
Textile Operatives.								
<i>Beamers.</i>								
Adams,	hour	\$0 25	\$13.50	—	—	9 $\frac{3}{4}$	54	12
Lawrence,	week	{ 14.58 14.75	14.58 14.75	{ \$0.33 $\frac{3}{4}$.34 $\frac{1}{6}$	{ — —	9 $\frac{3}{4}$	54	12
<i>Beaming Room.</i>								
Palmer (slashers),	week	12.42	12.42	.34 $\frac{1}{2}$	—	10	54	12
<i>Bleachers.</i>								
Palmer,	day	{ 1.25- 1.75	7.50- 10.50	{ .13- .18 $\frac{1}{10}$	{ — —	10 $\frac{1}{2}$	58	12
<i>Carders.</i>								
Ludlow,	week	{ 7.00- 9.50	7.00- 9.50	{ .16 $\frac{1}{4}$ - .22	{ — —	10	54	12
Palmer,	week	{ 5.00- 9.00	5.00- 9.00	{ .08 $\frac{2}{3}$ - .15 $\frac{1}{2}$	{ — —	10 $\frac{1}{2}$	58	12
Warren,	week	8.00	8.00	.22	—	10	54	12
<i>Card Machine Operators.</i>								
North Andover,	hour	.30	16.20	.45	—	9 $\frac{3}{4}$	54	12
<i>Card Pickers, Ring Spinners, etc.</i>								
<i>New Bedford:</i>								
Card grinders,	week	10.50	10.50	—	—	9 $\frac{3}{4}$	54	12
Card strippers,	week	8.25	8.25	—	—	9 $\frac{3}{4}$	54	12
Picker room employees, . .	week	7.50	7.50	—	—	9 $\frac{3}{4}$	54	12
Ring spinners,	week	9.00	9.00	—	—	9 $\frac{3}{4}$	54	12
Speeder tenders,	week	10.50	10.50	—	—	9 $\frac{3}{4}$	54	12
<i>Card Room Employees.</i>								
Fall River,	1 —	1 —	1 —	—	—	9 $\frac{3}{4}$	54	12
Palmer (card tenders), . . .	week	7.29	7.29	.20 $\frac{1}{4}$	—	10	54	12
<i>Cloth Room Workers.</i>								
Palmer,	day	{ 1.25- 1.75	7.50- 10.50	{ .13- .18 $\frac{1}{10}$	{ — —	10 $\frac{1}{2}$	58	12
Palmer (yard machine), . . .	hour	.16 $\frac{1}{2}$	8.91	.24 $\frac{3}{4}$	—	10	54	12
<i>Dye House Employees.</i>								
Warren,	week	8.25	8.25	.23 $\frac{11}{12}$	—	10	54	12
<i>Dyers.</i>								
Holyoke,	week	11.00	11.00	.30 $\frac{5}{9}$	—	9 $\frac{3}{4}$	54	12
<i>Knitters.</i>								
Ware,	week	12.75	12.75	.23 $\frac{2}{3}$	—	9 $\frac{3}{4}$	54	12
<i>Loomfixers.</i>								
Adams,	week	14.85	14.85	.27 $\frac{1}{2}$	\$0.27 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
Boston (silk),	week	19.00	19.00	.35 $\frac{1}{5}$	.35 $\frac{1}{5}$	9 $\frac{3}{4}$	54	12
Chicopee,	week	15.00	15.00	.34 $\frac{3}{4}$	.34 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Clinton,	week	14.04	14.04	—	—	9 $\frac{3}{4}$	54	12
Fall River,	week	14.00	14.00	—	—	9 $\frac{3}{4}$	54	12
Lawrence,	week	15.50	15.50	—	—	9 $\frac{3}{4}$	54	12
Lawrence,	hour	.30	16.20	.37 $\frac{1}{2}$	—	9 $\frac{3}{4}$	54	12
Lowell (fancy),	week	12.00	12.00	.27 $\frac{7}{9}$	.27 $\frac{7}{9}$	9 $\frac{3}{4}$	54	12
Lowell (plain),	week	13.50	13.50	.31 $\frac{1}{4}$	.31 $\frac{1}{4}$	9 $\frac{3}{4}$	54	12
New Bedford,	week	15.70	15.70	{ — .36 $\frac{1}{5}$	{ — .43 $\frac{2}{3}$	9 $\frac{3}{4}$	54	12
North Adams,	week	15.06	15.06	.34 $\frac{5}{6}$	—	9 $\frac{5}{6}$	54	12
Palmer,	hour	.25	13.50	—	—	10	54	12
Palmer (helpers),	hour	.16 $\frac{1}{2}$	8.91	—	—	10	54	12

¹ Piece rates.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Textile Operatives — Con.								
<i>Loomfixers — Con.</i>								
Salem,	week	{ \$13.00- 15.25	\$13.00- 15.25	\$0.36 $\frac{1}{9}$ - .42 $\frac{1}{3}$	\$0.36 $\frac{1}{9}$ - .42 $\frac{1}{3}$	9 $\frac{3}{4}$	54	12
Taunton,	week	13.39	13.39	—	—	9 $\frac{5}{8}$	54	12
<i>Mule Spinners.</i>								
Adams,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
Fall River,	week	{ 13.00- 18.00	13.00- 18.00	—	—	9 $\frac{3}{4}$	54	12
Holyoke,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
Lawrence,	week	14.50	14.50	—	—	9 $\frac{3}{4}$	54	12
Maynard,	1—	1—	1—	—	—	9 $\frac{3}{4}$	54	12
New Bedford,	week	{ 14.00- 18.00	14.00- 18.00	—	—	9 $\frac{5}{8}$	54	12
Taunton,	1—	1—	1—	—	—	9 $\frac{3}{4}$	54	12
Waltham,	week	14.50	14.50	—	—	9 $\frac{3}{4}$	54	12
<i>Perchers.</i>								
Lawrence,	hour	.2046	11.05	.2558	.2558	9 $\frac{3}{4}$	54	12
<i>Slashers.</i>								
Lawrence,	week	12.16	12.16	.28 $\frac{1}{4}$	—	9 $\frac{3}{4}$	54	12
<i>Slasher Tenders.</i>								
Fall River,	hour	.224 $\frac{1}{2}$	12.31	.224 $\frac{1}{2}$	—	9 $\frac{3}{4}$	54	12
<i>Spinners.</i>								
Ludlow,	week	{ 6.50- 9.50	6.50- 9.50	.15- .22	—	10	54	12
Palmer,	week	{ 3.50- 9.00	3.50- 9.00	.06 $\frac{1}{2}$ - .16 $\frac{2}{3}$	—	10	54	12
Palmer,	week	8.51	8.51	—	—	10	54	12
Palmer (fixers),	hour	.20 $\frac{1}{2}$	11.07	.30 $\frac{3}{4}$	—	10	54	12
Ware,	week	13.00	13.00	.24	—	9 $\frac{3}{4}$	54	12
Warren,	week	7.50	7.50	.21	—	10	54	12
<i>Tapers.</i>								
Adams,	hour	.30	16.20	—	—	9 $\frac{3}{4}$	54	12
<i>Textile Workers, n. e. s.</i>								
Ludlow,	week	{ 6.00- 8.00	6.00- 8.00	.13 $\frac{3}{9}$ - .18 $\frac{1}{2}$	—	10	54	12
New Bedford,	week	{ 6.00- 10.00	6.00- 10.00	—	—	9 $\frac{3}{4}$	54	12
North Adams,	1—	1—	1—	—	—	{ 29 $\frac{3}{4}$ 10 $\frac{1}{2}$	{ 254 58 }	12
<i>Twisters.</i>								
Boston (silk),	week	18.00	18.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	9 $\frac{3}{4}$	54	12
<i>Warp Dressers.</i>								
Lawrence,	week	14.58	14.58	.33 $\frac{3}{4}$	—	9 $\frac{3}{4}$	54	12
<i>Warp Twisters.</i>								
New Bedford,	hour	.28 $\frac{1}{2}$	15.39	.35 $\frac{5}{8}$	—	9 $\frac{3}{4}$	54	12
<i>Waste Handlers.</i>								
Springfield (machine men),	week	11.70	11.70	.32 $\frac{1}{2}$	—	9	54	—
Springfield (pressmen),	week	13.20	13.20	.36 $\frac{2}{3}$	—	9	54	—
<i>Weavers.</i>								
Adams,	1—	1—	1—	—	—	9 $\frac{3}{4}$	54	12
Auburn (rug),	1—	1—	1—	—	—	9 $\frac{1}{6}$	51	12
Boston (silk),	hour	.27 $\frac{1}{2}$	14.85	.27 $\frac{1}{2}$	.27 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
Fall River (cotton),	1—	1—	1—	—	—	9 $\frac{5}{8}$	54	12
Lowell (carpet),	1—	1—	1—	—	—	9 $\frac{3}{4}$	54	12

1 Piece rates. 2 Women work 54-hours a week, men work 58 hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Textile Operatives — Con.								
<i>Weavers — Con.</i>								
Ludlow,	1 —	1 —	1 —	—	—	10	54	12
Maynard,	week	{ \$5.00— 14.00	\$5.00— 14.00	{ — —	— —	9 ³ / ₄	54	12
New Bedford,	1 —	1 —	1 —	—	—	9 ³ / ₄	54	12
Palmer,	week	{ 5.00— 10.00	5.00— 10.00	{ \$.09 ¹ / ₄ — .18 ¹ / ₂	— —	10	54	12
Ware,	week	14.00	14.00	.26	—	9 ³ / ₄	54	12
Warren,	week	8.50	8.50	.23 ² / ₃	—	10	54	12
Worcester (carpet),	1 —	1 —	1 —	—	—	10 ¹ / ₆	56	12
<i>Winders.</i>								
Ludlow,	week	{ 6.00— 9.00	6.00— 9.00	{ .13 ⁸ / ₉ — .20 ⁵ / ₆	—	10	54	12
<i>Wool Sorters.</i>								
Barre,	week	18.00	18.00	.38 ³ / ₄	\$0.62	10 ¹ / ₂	58	12
Holyoke,	week	18.60	18.60	.34 ⁴ / ₉	—	9 ³ / ₄	54	12
Lawrence,	week	15.00	15.00	.34 ³ / ₄	.34 ³ / ₄	9 ³ / ₄	54	12
Lowell,	week	15.50	15.50	—	—	9 ³ / ₄	54	12
Lowell (mohair),	week	16.00	16.00	—	—	9 ³ / ₄	54	12
<i>Woolen and Cotton Yarn Workers.</i>								
Lawrence,	hour	.15	8.10	.18 ³ / ₄	.18 ³ / ₄	9 ³ / ₄	54	12
<i>Yardmen.</i>								
Palmer,	hour	.15 ¹ / ₂	8.37	.23 ¹ / ₄	.23 ¹ / ₄	10	54	12
Warren,	week	8.05	8.05	.22 ² / ₉	.22 ² / ₉	10	54	12
Theatrical Stage Employees.								
<i>Carpenters.</i>								
Boston,	week	—	—	2 —	2 —	3 —	3 —	—
Fitchburg,	week	18.00	18.00	—	—	3 —	3 —	—
Lawrence,	week	21.00	21.00	—	—	3 —	3 —	—
New Bedford,	week	17.00	17.00	.35	4.70	9	54	—
North Adams,	week	25.00	25.00	—	5 —	3 —	40	—
Salem,	week	25.60	25.00	—	—	—	3 —	—
Worcester,	week	22.00	22.00	.46	6.92	—	48	—
<i>Electricians.</i>								
Boston,	week	—	—	2 —	2 —	3 —	3 —	—
Fitchburg,	week	13.50	13.50	.40	4.40	—	—	—
New Bedford,	week	18.00	18.00	.35	4.70	9	54	—
Salem,	week	20.00	20.00	—	—	—	3 —	—
Worcester,	week	16.00	16.00	.30	.68	—	48	—
<i>Flymen.</i>								
Boston,	week	—	—	2 —	2 —	3 —	3 —	—
Fitchburg,	week	13.50	13.50	.40	4.40	—	—	—
New Bedford,	week	12.50	12.50	.35	4.70	9	54	—
<i>General Stage Employees.</i>								
Lowell,	7 —	1.50	8 —	.40	4.60	3 —	3 —	—
Salem,	7 —	1.25	8 —	.35	4.50	—	—	—

1 Piece rates.

2 Time and one-half paid for overtime and for Sunday.

3 Number of hours governed by class of theatre and of production.

4 No overtime for holidays.

5 Time and one-half paid for Sundays.

6 Double time paid for Sundays only.

7 Performance.

8 Depends on number of performances.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Concluded.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect.
Theatrical Stage Employees — Con.								
<i>Grips.</i>								
Boston,	1 —	2 —	3 —	4 —	4 —	5 —	5 —	—
Fitchburg,	week	\$13.50	\$13.50	\$0.40	6 \$0.40	—	—	—
Lawrence,	1 —	1.00	3 —	—	—	5 —	5 —	—
New Bedford,	week	12.50	12.50	.35	6 .70	9	54	—
Worcester,	week	16.00	16.00	.30	.60	—	48	—
<i>Picture Machine Operators.</i>								
Fitchburg,	week	18.00	18.00	.40	6 .40	—	—	—
Salem,	week	20.00	—	—	—	—	—	—
Worcester,	week	20.00	20.00	.50	6 1.00	—	36	—
<i>Propertymen.</i>								
Boston,	week	—	—	4 —	4 —	5 —	5 —	—
Fitchburg,	week	15.00	15.00	—	—	—	—	—
New Bedford,	week	14.00	14.00	.35	6 .70	9	54	—
<i>Propertymen (Assistant).</i>								
Fitchburg,	1 —	.50	3 —	.40	6 .40	—	—	—
New Bedford,	week	9.00	9.00	.35	6 .70	9	54	—
<i>Second Hands.</i>								
New Bedford,	week	14.00	14.00	.35	.70	9	54	—
Tile Layers.								
<i>(See Building Trades.)</i>								
Tobacco Strippers.								
Springfield:								
All around strippers and bookers,	week	8.00	8.00	.33 ¹ / ₃	.33 ¹ / ₃	8 ¹ / ₂	48	12
Binder strippers,	week	7.00	7.00	.29 ¹ / ₆	.29 ¹ / ₆	8 ¹ / ₂	48	12
Booking and stripping fillers,	week	8.00	8.00	.33 ¹ / ₃	.33 ¹ / ₃	8 ¹ / ₂	48	12
Branders and stampers,	week	8.00	8.00	.33 ¹ / ₃	.33 ¹ / ₃	8 ¹ / ₂	48	12
Machine workers,	week	9.00	9.00	.37 ¹ / ₂	.37 ¹ / ₂	8 ¹ / ₂	48	12
Selectors,	week	8.00	8.00	.33 ¹ / ₃	.33 ¹ / ₃	8 ¹ / ₂	48	12
Wrapper bookers,	week	9.00	9.00	.37 ¹ / ₂	.37 ¹ / ₂	8 ¹ / ₂	48	12
Wrapper bookers and strippers,	week	8.00	8.00	.33 ¹ / ₃	.33 ¹ / ₃	8 ¹ / ₂	48	12
Wrapper strippers,	week	7.00	7.00	.29 ¹ / ₆	.29 ¹ / ₆	8 ¹ / ₂	48	12
Waiters.								
<i>(See Cooks.)</i>								

1 Performance.
2 Depends on class of theatre.
3 Depends on number of performances.
4 Time and one-half paid for overtime and for Sunday.
5 Number of hours governed by class of theatre and of production.
6 No overtime for holidays.

TABLE 10. — *Percentage of Membership of Trade Unions Unemployed (All*

	QUARTERS ENDING —	The State	Boston	Brockton	Fall River	Fitchburg	Haverhill
1	March 31, 1908,	17.9	16.9	10.1	1—	1—	1—
2	June 30, 1908,	14.4	16.1	15.3	6.2	1—	10.0
3	September 30, 1908,	10.6	10.3	11.4	12.7	1—	3.1
4	December 31, 1908,	13.9	15.2	9.7	5.5	13.2	7.0
5	March 31, 1909,	11.4	11.8	8.6	7.1	1—	4.1
6	June 30, 1909,	6.4	6.9	7.6	6.4	4.4	6.5
7	September 30, 1909,	4.8	4.1	6.4	7.4	2.6	4.4
8	December 31, 1909,	9.4	9.2	8.2	11.6	6.1	2.0
9	March 31, 1910,	7.1	8.1	4.5	5.5	4.0	6.9
10	June 30, 1910,	7.0	6.6	6.3	6.5	1.5	3.8
11	September 30, 1910,	5.6	5.1	3.5	6.6	1.4	3.0
12	December 31, 1910,	10.2	9.9	4.2	11.2	2.3	3.0
13	March 31, 1911,	10.4	7.1	20.7	16.0	4.2	5.5
14	June 30, 1911,	6.6	4.8	3.5	37.5	1.1	1.0
15	September 30, 1911,	5.6	5.0	4.1	16.3	1.4	2.4
16	December 30, ² 1911,	9.7	8.1	4.3	15.0	5.7	3.1
17	March 30, ² 1912,	14.1	7.5	17.0	9.7	7.7	5.1
18	June 29, ² 1912,	5.3	5.3	7.4	2.9	2.9	9.6
19	September 30, 1912,	4.7	3.9	5.8	2.9	1.8	6.5
20	December 31, 1912,	9.1	11.4	3.3	6.5	5.5	7.5

¹ Membership reporting was not sufficiently large to justify use of returns for comparative purposes.

² Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

Causes) at the Close of Each Quarter, 1908-1912: By Principal Cities.

Holyoke	Lawrence	Lowell	Lynn	New Bedford	Quincy	Salem	Springfield	Worcester	
1 -	38.9	32.8	4.0	43.5	1 -	1 -	1 -	11.1	1
1 -	17.3	8.4	19.3	15.4	1 -	1 -	5.8	14.0	2
1 -	14.6	10.0	5.3	13.2	2.5	1 -	3.3	8.4	3
20.4	14.3	12.6	7.3	39.9	4.0	8.7	12.4	11.8	4
12.2	7.8	14.2	5.4	12.3	5.4	17.8	7.4	6.3	5
2.6	5.5	7.1	8.1	14.2	1.5	11.4	2.3	3.7	6
1.5	3.1	11.0	7.5	7.9	2.3	12.5	2.7	3.0	7
6.4	16.7	8.8	7.0	13.4	9.1	7.3	6.2	7.6	8
3.6	9.1	7.3	6.7	11.2	3.5	7.5	3.6	5.2	9
3.6	17.1	12.8	16.1	9.1	3.5	4.7	2.5	2.6	10
2.5	7.5	14.0	9.6	7.4	1.8	5.8	4.3	4.2	11
22.4	14.1	20.0	8.1	20.2	12.1	6.4	6.5	6.0	12
9.0	16.0	17.0	8.8	15.3	8.5	6.4	8.6	7.3	13
7.4	16.4	8.9	6.0	12.1	1.7	2.8	5.1	5.7	14
2.1	10.0	7.5	4.9	10.1	2.8	2.0	4.2	4.8	15
19.7	18.1	12.0	4.5	13.0	22.0	4.5	7.5	9.4	16
17.6	³ 3.1	⁴ 80.6	11.9	8.5	4.1	5.6	4.3	11.3	17
6.1	2.9	6.2	8.6	4.5	1.9	2.7	1.7	3.7	18
1.4	10.0	4.5	10.9	4.6	1.4	2.7	1.9	3.3	19
11.1	20.2	2.9	8.1	5.7	3.8	4.4	3.7	7.7	20

³ The unemployment of the textile operatives during the memorable strike that occurred in Lawrence early in 1912 is not represented in this percentage for the reason that prior to March 30, 1912, nearly, if not quite, all of the strikers had returned to work.

⁴ In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

TABLE 11. — *Percentage of Membership of Trade Unions Unemployed (All Causes)*

	OCCUPATIONS.	1908				1909			
		March 31	June 30	Sep- tember 30	De- cember 31	March 31	June 30	Sep- tember 30	De- cember 31
1	Barbers,	2.3	3.6	3.4	4.2	2.8	1.7	1.9	3.0
2	Bartenders,	2-	16.5	10.4	13.7	13.3	20.7	13.6	16.2
3	Boot and shoe workers,	8.0	18.2	17.1	6.4	12.8	8.0	7.1	3.3
4	Bottlers and drivers,	11.1	5.3	2-	12.4	9.7	1.8	10.1	14.0
5	Brewery workers,	3.2	14.1	9.3	7.3	10.0	8.9	9.8	9.4
6	Bricklayers, masons, and plasterers,	62.8	41.2	24.2	43.3	32.5	8.0	6.1	34.0
7	Carpenters,	18.0	8.0	2.9	15.5	14.6	3.2	1.9	10.1
8	Cigarmakers,	15.7	4.8	10.4	40.6	13.6	0.8	5.5	6.8
9	Clerks, railway,	1.5	7.9	0.9	0.9	0.7	1.1	0.0	0.0
10	Clerks, retail,	3.5	2.1	2.6	2.7	4.2	4.8	2.5	2.3
11	Compositors,	10.1	7.4	8.5	6.5	4.8	4.9	4.4	3.6
12	Cooks and waiters,	2-	26.2	2.8	7.7	6.9	0.9	3.4	0.8
13	Electrical workers,	13.3	16.4	10.7	7.0	2.7	2.5	0.1	2.9
14	Engineers (locomotive),	2-	0.0	3.2	4.8	1.8	3.1	2.8	2.8
15	Engineers (stationary),	40.5	2.6	3.0	2.5	3.7	2.9	1.5	1.1
16	Firemen (locomotive),	2-	18.3	0.1	1.1	0.0	1.0	2.3	1.8
17	Firemen (stationary),	4.7	6.9	6.1	4.0	2.4	2.4	5.5	1.7
18	Freight handlers and clerks,	4.4	22.1	11.1	3.6	5.2	5.4	4.1	3.7
19	Garment workers,	32.6	50.2	26.7	43.8	6.2	6.3	0.0	8.2
20	Granite cutters,	21.0	1.1	2.9	14.7	3.6	4.4	1.2	17.2
21	Hod carriers and building laborers,	13.9	43.2	16.7	49.1	41.3	23.0	2.6	25.8
22	Machinists,	9.6	8.0	16.7	8.5	3.2	3.1	2.4	2.4
23	Molders (iron and brass),	31.2	20.4	17.4	17.7	7.5	5.5	3.3	24.1
24	Municipal employees,	77.6	5.0	9.0	13.1	21.5	2.0	1.5	14.7
25	Painters, decorators, and paperhangers,	27.4	22.0	15.0	34.0	22.8	6.9	3.2	38.3
26	Paper and pulp makers,	0.0	0.0	87.8	1.4	0.0	2.5	3.4	0.0
27	Plumbers, gasfitters, and steamfitters,	17.6	11.0	5.5	11.7	20.4	6.0	1.3	5.7
28	Printing pressmen,	6.9	12.6	6.4	5.8	5.9	5.3	3.4	5.2
29	Station agents and employees,	2-	2-	2-	0.4	0.1	0.7	0.5	0.3
30	Street and electric railway employees,	0.1	3.3	2.6	3.7	3.3	1.8	2.6	2.2
31	Teamsters and drivers,	18.5	6.7	9.4	11.4	14.9	2.3	7.4	1.7
32	Telegraphers (railroad),	1.9	1.1	0.2	1.5	1.0	1.0	0.6	0.8
33	Textile operatives,	43.9	13.6	15.5	20.9	6.7	7.0	5.1	12.6
34	Trainmen, railroad,	2-	2.8	2.3	2.8	2.5	1.7	1.4	2.2

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

at the Close of Each Quarter, 1908-1912: By Principal Occupations.

1910				1911				1912				
March 31	June 30	Sep- tember 30	De- cember 31	March 31	June 30	Sep- tember 30	De- cember 30 ¹	March 30 ¹	June 29 ¹	Sep- tember 30	De- cember 31	
1.7	1.5	1.7	3.3	1.8	1.7	2.5	2.2	2.0	0.7	1.5	2.7	1
7.0	6.8	9.6	3.6	5.1	5.8	4.1	6.0	4.2	4.3	4.5	5.5	2
7.4	9.6	7.9	5.0	12.0	4.4	4.5	2.3	13.9	8.3	9.2	4.6	3
19.2	2.1	6.3	33.3	² -	1.7	14.6	19.4	3.7	1.3	5.4	19.9	4
9.4	4.3	3.9	4.0	7.5	5.5	7.8	10.2	9.4	7.0	7.6	8.5	5
19.8	5.6	5.1	31.6	39.2	14.5	7.8	39.4	31.4	4.6	3.8	1.9	6
6.5	3.8	3.6	12.9	14.3	3.6	4.4	15.9	14.7	2.4	2.4	8.9	7
8.8	4.0	3.0	5.5	8.4	1.8	3.8	5.2	5.4	3.0	2.1	4.1	8
1.2	1.0	0.3	0.6	1.3	0.7	0.4	0.9	0.6	0.2	0.3	0.4	9
3.3	1.8	1.8	3.2	2.7	2.0	2.2	2.4	2.1	2.1	1.8	1.4	10
4.2	4.1	4.1	2.5	4.9	5.0	7.8	5.9	6.9	7.9	4.8	4.3	11
5.7	7.0	6.3	7.8	9.7	4.1	3.0	6.9	2.5	2.0	9.0	5.0	12
5.9	1.8	4.2	10.2	16.6	3.8	4.5	3.2	5.0	2.9	10.4	4.7	13
3.0	3.5	7.5	5.3	4.1	5.1	6.4	5.8	5.8	10.0	8.5	10.3	14
3.6	1.1	1.3	3.7	1.5	1.6	2.4	2.4	2.1	1.7	1.3	1.8	15
0.6	1.4	1.2	2.1	2.8	1.6	1.4	1.6	1.2	2.2	1.0	1.4	16
2.8	1.1	2.6	1.4	2.7	1.5	1.8	1.3	3.3	2.6	3.0	2.3	17
3.5	12.3	3.8	8.2	16.1	14.4	4.7	4.4	11.2	2.3	1.2	0.9	18
11.6	4.3	22.1	37.2	12.9	9.0	10.7	22.3	3.1	22.0	27.6	56.7	19
4.3	2.0	2.1	13.9	25.5	11.4	6.9	37.7	21.8	5.4	3.2	20.3	20
4.6	8.4	12.1	13.9	14.6	4.4	4.5	31.6	42.3	4.4	2.9	21.5	21
2.9	4.4	5.2	6.5	3.3	3.6	5.4	3.4	4.8	4.2	5.6	2.0	22
4.3	4.3	6.8	28.7	9.5	23.9	8.6	20.1	10.9	18.9	16.8	25.1	23
7.6	1.7	3.0	22.7	22.1	15.6	10.9	25.7	9.9	2.8	5.6	3.9	24
4.9	3.8	7.1	30.1	10.6	8.2	6.8	31.0	19.2	5.0	2.6	36.7	25
1.4	1.5	0.8	2.3	2.4	6.9	10.1	0.0	1.3	0.2	0.1	0.4	26
10.6	2.5	1.3	4.2	13.2	2.6	0.8	6.5	11.2	1.1	1.2	3.2	27
3.3	4.7	2.9	5.1	4.2	3.4	4.1	4.5	3.4	2.2	1.1	2.9	28
1.1	² -	0.0	1.1	7.5	1.0	0.7	2.1	0.5	1.3	1.1	1.0	29
2.5	1.9	1.7	3.5	2.9	1.7	2.1	1.6	2.0	1.7	1.7	4.7	30
21.2	11.2	1.5	8.5	5.2	1.1	1.9	2.6	7.6	6.1	0.4	2.0	31
1.8	0.5	0.9	1.5	1.0	0.5	0.7	1.7	0.2	0.8	1.1	0.8	32
8.7	17.9	7.5	8.6	9.7	21.3	11.9	7.5	29.1	2.4	5.3	12.9	33
2.4	1.4	1.6	2.4	3.5	2.3	2.6	3.3	2.2	2.4	3.5	2.5	34

² At the close of this quarter no reports relative to this occupation were received.

APPENDIX I.

INDUSTRIAL UNIONISM IN THE UNITED STATES.

Early in 1912 there occurred in Lawrence, Massachusetts, a strike of textile workers which attracted attention far beyond the borders of this State not merely because of the very large number of operatives involved (somewhat over 20,000) and the duration of the strike, but particularly because it signalized the introduction into the industrial life of New England of a form of unionism commonly known as "industrial unionism."

There are so many varying opinions as to the methods to be pursued in the promotion of "industrial unionism" that it is difficult to define the term with any large degree of definiteness, but in its essential principles it is understood to be a revolutionary labor movement which aims to abolish the present "wages system" and to substitute therefor a form of industrial socialism under which the management of the various branches of industry shall be turned over to the workers themselves. In order to accomplish this purpose, it is proposed to organize all workingmen into a few large industrial groups each representative of a large branch of industry, so that by means of one general strike or a succession of wide-spread strikes the workers can assume control and direction of the industries in which they are engaged.

The Lawrence strike was conducted, through its representatives sent to Lawrence for the purpose, by the Industrial Workers of the World, an organization which was founded in 1905 on the principle of industrial unionism, and is judged

to be the best example of an industrial union in this country at the present time.

The principle of industrial unionism is by no means a new one even in America. It is quite commonly supposed to be a modification of a similar movement in European countries known as "syndicalism," but a history of the movement in America shows that while the two movements have many points in common and the development of the one has influenced that of the other, the American movement has had its origin in the activities of earlier American organizations. Among these may be mentioned the Knights of Labor, which, for so many years, occupied the leading place among federations of labor in this country and which was organized on an industrial basis, each "assembly" or subordinate body covering a wide range of occupations instead of being confined to a single craft. Likewise the American Railway Union, which conducted the great Pullman strike in 1894, and the Western Federation of Miners, which conducted the Colorado strike in 1904, were organized on an industrial basis. The Western Federation of Miners was the largest and most strongly organized of the unions which in June, 1905, were represented in a conference held for the express purpose of organizing the working class upon an industrial basis. At this conference the Industrial Workers of the World was organized and a constitution was adopted the preamble to which, as amended in 1908, is as follows:

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries, if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wages for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the every day struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organization is absolutely necessary for our emancipation, we unite under the following constitution:¹

The constitution as originally adopted in 1905 provided for the organization of the entire working class into 13 industrial departments, in each of which departments the workers were to be united regardless of trade or craft, and this form of organization has in general been adhered to.

Internal dissension has resulted in the withdrawal of support by a number of the more powerful organizations which were identified with the early history of the Industrial Workers of the World and many of the more prominent socialist leaders also withdrew from the organization. An effort in 1908 made by certain of its leaders to put the I. W. W. on a non-political basis resulted in a split in the organization and another organiza-

¹ The tactics or methods advocated by the organization, as stated by its president, Vincent St. John, in a pamphlet entitled — *The I. W. W., Its History, Structure, and Methods*, are as follows:

"As a revolutionary organization the Industrial Workers of the World aims to use any and all tactics that will get the results sought with the least expenditure of time and energy. The tactics used are determined solely by the power of the organization to make good in their use. The question of "right" and "wrong" does not concern us.

"No terms made with an employer are final. All peace, so long as the wage system lasts, is but an armed truce. At any favorable opportunity the struggle for more control of industry is renewed.

"The Industrial Workers realize that the day of successful long strikes is past. Under all ordinary circumstances a strike that is not won in four to six weeks cannot be won by remaining out longer. In trustified industry the employer can better afford to fight one strike that lasts six months than he can six strikes that take place in that period.

"The organization does not allow any party to enter into time contracts with the employers. It aims, where strikes are used, to paralyze all branches of the industry involved, when the employers can least afford a cessation of work — during the busy season and when there are rush orders to be filled.

"The Industrial Workers of the World maintains that nothing will be conceded by the employers except that which we have the power to take and hold by the strength of our organization. Therefore we seek no agreements with the employers.

"Failing to force concessions from the employers by the strike, work is resumed and "sabotage" is used to force the employers to concede the demands of the workers.

"The great progress made in machine production results in an ever increasing army of unemployed. To counteract this the Industrial Workers of the World aims to establish the shorter work day, and to slow up the working pace, thus compelling the employment of more and more workers.

"To facilitate the work of organization, large initiation fees and dues are prohibited by the I. W. W.

"During strikes the works are closely picketed and every effort made to keep the employers from getting workers into the shops. All supplies are cut off from strike bound shops. All shipments are refused or mis-sent, delayed and lost if possible. Strike breakers are also isolated to the full extent of the power of the organization. Interference by the government is resented by open violation of the government's orders, going to jail en masse, causing expense to the taxpayers — which are but another name for the employing class.

"In short, the I. W. W. advocates the use of militant "direct action" tactics to the full extent of our power to make good."

tion of the same name with headquarters now in Detroit was formed, this faction, if such it may be called, laying particular stress upon political activity as a part of its economic program.

The I. W. W. has, particularly since 1908, devoted its attention principally to the organization of unskilled and alien workingmen — in the Western States among the migratory laborers engaged in railroad construction and in the lumber and fruit industries, and in the Eastern States among the workmen in the steel plants and textile workers. The most notable strikes which it has conducted were the McKees Rocks strike in 1909 and the textile strike in Lawrence in the early part of 1912, which latter strike has brought the I. W. W. into national prominence.

The present paid up membership of the I. W. W., according to a statement¹ by Mr. Vincent St. John, general secretary-treasurer, is 70,000, distributed as follows: Textile industry, 40,000; lumber industry, 15,000; railroad construction, 10,000; metals and machinery, 1,000, and miscellaneous, 4,000.

Industrial unionism is not confined to the Industrial Workers of the World, for the Western Federation of Miners, the United Mine Workers of America, and the International Union of the United Brewery Workmen of America, all three of which are affiliated with the American Federation of Labor, include nearly all of the crafts in their respective industries. The movements toward uniting the two miners' organizations into a mining department of the American Federation of Labor and the organization of the building trades department, metal trades, and railroad employees, show tendencies toward industrial unionism even within this Federation of craft unions. At the Rochester convention of the American Federation of Labor in

November, 1912, the question of industrial unionism was debated with vigor, John Mitchell, of the United Mine Workers, and Second Vice-president of the American Federation of Labor, being one of the principal advocates for the adoption of that principle. The following extract from a report of the Executive Council of the Federation, in discussing a proposed amendment to the Constitution, indicates that while the Council was most emphatic in its opposition to the methods advocated by the Industrial Workers of the World, it was desirous of making it clearly understood that its attitude toward the principle of industrial unionism was by no means one of intolerance:

The American Federation of Labor realizes that there is still much to do, but repudiates the insinuation which is implied by the term "Industrial Unionism" as it is employed by the so-called "Industrial Workers of the World" in antagonism to "Trade Unionism," for in that implication the false impression is conveyed that the trade unions are rigid, unyielding, or do not adjust themselves to meet new conditions and do not advance, develop or expand, whereas the whole history of the trade union movement in the past thirty years demonstrates, beyond successful contradiction, that there is not a day which passes but which witnesses in the trade union movement in America the highest and loftiest spirit of sacrifice in order to co-operate with our fellow-workers for their interest and common uplift.

In line with the historic, intelligent, and comprehensive attitude which the American Federation of Labor has pursued since its inception, we urge still greater effort and energy in the work of more thoroughly organizing the unorganized workers, pursued to its fullest extent; to urge upon the organized workers a more thorough co-operation, to advocate amalgamation of organizations of kindred trades and callings, and a more thorough federation of all organized labor, to the end that economic, political, moral and social justice shall come to the toilers, the wealth producers of America.

¹ See article by Louis Levine entitled "*The Development of Syndicalism in America*" in *Political Science Quarterly*, Vol. XXVIII, No. 3, Sept., 1913, p. 478.

APPENDIX II.

DEFINITIONS AND EXPLANATION OF TERMS.¹

(a) The term "*labor organization*" as used by this Bureau is a group of wage-earners employed in the same trade or industry who have associated themselves for the purpose of securing, by united action, the most favorable rates of wages, hours of labor, and other working conditions obtainable. There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national* or *international*.

(b) The *local trade union*, properly so-called, is composed of wage-earners working in a definite locality and employed in the same craft, occupation, or industry. Its affairs are authorized by direct vote of the members in formal meetings. The term "*local*" is customarily used by organized wage-earners to signify "*local trade union*" or "*local union*" and for purposes of brevity is so used in this report. Some locals have subordinate departments, such as the "*chapels*" among printers or the "*shop crews*" in other trades. In those localities where no local has been formed employees often attach themselves to the nearest local elsewhere, although they may not be able to participate in its deliberations. In some localities where there is not a sufficient number of persons in a single craft to form a distinct local for each craft the American Federation of Labor has made it a practice to form what are known as "*federal labor unions*," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in that locality. The term "*local*" as used in this report includes not only organizations whose official names actually include the word "*union*," but also other organized bodies of wage-earners who prefer to be known as "*associations*," "*assemblies*," or "*lodges*."

(c) A *delegate organization* consists of a body

of representatives from a group of local unions or other delegate organizations. The function of such bodies is to make possible concerted action by the local unions in particular trades or localities through these representatives, known as "*delegates*," who have been elected by the several locals for the purpose of considering matters of common interest. The influence of each organization of this character is determined largely by the number, membership, and degree of organization of the local unions represented by the delegates elected. Among the delegate organizations there are several distinct types. (See "*State and District Councils*," "*Central Labor Unions*," and "*Local Trades Councils*," defined on pages 118 and 119.)

(d) A *national* or *international organization* represents a group of affiliated local unions covering a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely allied trades. The only distinction between national and international organizations is that the latter may have affiliated locals in more than one country. In this report the word "*international*" is used to designate both national and international organizations, a use of the term which general usage amply justifies. An international union may have affiliated locals in each of those States or districts where there are wage-earners employed in the trade over which that international has assumed jurisdiction. Thus some of the stronger internationals have affiliated locals in nearly every State in the Union and some have affiliated unions in Porto Rico, Hawaii, the Isthmian Canal Zone, the Philippines, Canada, and Mexico. The Industrial Workers of the World, an organization originating in the United States, has established branches in England, Australia, Hawaii, and South Africa. Likewise, two British organiza-

¹ For a very thorough study of the various forms of trade unions, see monograph entitled "*The Government of American Trade Unions*" by Theodore W. Glocker, Ph.D., published in 1913 as one of the *Johns Hopkins University Studies in Historical and Political Science*. See also article by Professor George E. Barnett on "*The Dominance of the National Union in American Labor Organization*," published in *The Quarterly Journal of Economics*, Vol. XXVII, No. 3, May, 1913.

tions have affiliated "Societies" in this country — The Amalgamated Society of Carpenters and Joiners and the Amalgamated Society of Engineers, the latter body including machinists, millwrights, and pattern makers. These "Societies" also have branches in Canada, Australia, New Zealand, and South Africa. The word "National," forming a part of the official title of some organizations, is sometimes misleading, inasmuch as the organization so designated may have a very limited number of affiliated locals and these may be concentrated in a few localities only. The name may thus be merely prophetic of what the organization hopes to become, or, as in the case of one or two organizations, the trade over which the organization has jurisdiction may be confined to a limited section of the country, thereby precluding the union's further growth territorially.

A large majority of the internationals in the United States have become affiliated with the American Federation of Labor, undoubtedly the most extensive organization which has been developed in the American continent. The principle of federation is similar to that of the local unions with their respective internationals, and its revenue is raised by a per capita tax on the members of each affiliated union and by charter fees.

The International Union of the United Brewery Workers of America, the Western Federation of Miners, and the United Mine Workers of America, while affiliated with the American Federation of Labor, depart somewhat from the typical form of International and National Organizations affiliated with the Federation in that they comprise locals of which the membership is not always confined to a single branch of trade or occupation. Thus the locals of brewery workers may in addition to brewery workers include bottlers, drivers, stationary firemen, and other employees about the brewery, and likewise the local unions of mine workers include many of the different trades employed about the mines as well as those who are actually miners.

Notable among the internationals which are not affiliated with the American Federation of Labor are several large railway organizations which, while without formal federation among themselves, are nevertheless closely associated through sympathy and identity of interests. Two other organizations commonly classed as federations — the Knights of Labor and the Industrial Workers of the World — differ fundamentally from the American Federation of

Labor in that they are composed not of affiliated internationals each reserving to itself a large measure of trade autonomy but are composed rather of affiliated local bodies organized on an industrial basis and having a membership consisting of wage-earners in various more or less unrelated trades. The Industrial Workers of the World aims at a system of affiliation on the widest scale, and frankly states its antagonism to established trade union methods.

As variations of this type of organization may be mentioned other organizations which are, in principle, alliances of national unions having jurisdiction over related trades. The triple alliance of the International Typographical Union, the International Printing Pressmen and Assistants' Union, and the International Brotherhood of Bookbinders may be cited as illustrative of this form of association along trade lines. The American Federation of Labor has established five departments: Building Trades Department, Metal Trades Department, Mining Department, Railroad Employees Department (all branches are not represented, however), and Union Label Trades Department. The last named department is composed of cigar makers, garment workers, printers, paper makers, and other trades which produce articles in which the use of the union label is practicable. Each department has a chairman and secretary and is concerned with matters affecting the group of trades.

(e) *State and District Councils.* — Between the local union and the international body there are sometimes organized State or district councils, which are composed of delegates from local unions of a particular trade organization within a given locality, the locality being in some cases a county, State, or group of States. Such a body is the Massachusetts State Council of Carpenters and Joiners, in which are associated for certain purposes representatives from all of the local unions of carpenters in Massachusetts. The Massachusetts State Council of Wood, Wire, and Metal Lathers and other similar organizations have their own officers and definite authority within the district, represented by their affiliated locals. *State Federations* such as the Massachusetts State Branch of the American Federation of Labor, for example, are organized upon a basis similar to the central labor unions, but the territory from which local unions are eligible is a State rather than a city.

(f) *Central Labor Unions.* — In nearly all of the cities and in several of the large towns there is a central labor union (sometimes called a "trades and labor council" or "city central"). Such body is composed of delegates from the local unions of various trades in a certain definite locality. Usually a majority of the local unions in a city are affiliated with the Central Labor Union of that city.

(g) *Local Trades Councils.* — Federations of local unions, generally known as "local trades councils," are made up in the larger cities of delegates from local unions of closely allied trades grouped together for certain stated purposes. The local Carpenters' District Councils, the building trades councils, and allied printing trades councils are examples of this form of federation.

APPENDIX III.

EXPLANATION OF THE SCOPE AND METHOD OF THE REPORT.

The greater portion of the facts which are presented in this report were obtained in answer to inquiries contained in schedules¹ which were returned by mail by union officials who were qualified to furnish the requisite information. In those instances where the union officials (resident in Massachusetts) failed to return the schedules properly filled out, agents of this Bureau obtained the information from such officials directly or from some other reliable source. There were only a few instances where the international officials failed to supply the information requested, and in nearly all of those instances it was possible to obtain the facts from the official journal of the organization or from some organizer or other representative residing in Massachusetts.

The returns here published were furnished as of the date December 31, 1912, with the exception of the quarterly statistics of unemployment which were requested as of the respective dates, March 30, June 29, and September 30, as well as of December 31, and with the exception of the data relative to wages and hours of labor which were requested as of the date, October 1, 1912. In some instances, owing to the failure or inability of certain organizations to state their membership as of the date, December 31, 1912, we have used the corresponding figure obtained at the end of the next earlier quarter of the year as returned on the Bureau's quarterly schedule on "Employment and Membership."

The data showing the number and membership of organizations in existence on December 31, 1912, as classified by municipalities, industries, and occupations, may be taken as an authoritative and approximately complete showing as to the aggregate membership of all the local organizations in the Commonwealth at the close of the year. With respect to the statistics of unemployment and the data relative to wages and hours of labor, it may be stated that while no information was received

in some instances and in other instances the inquiries were not applicable owing to the nature of the organization addressed, for all practical purposes the tabulations may be considered sufficiently complete to answer the purpose for which they have been secured — that of showing the general conditions in those occupations, industries, and municipalities which are, to any considerable extent, organized.

A classification of local organizations by cities and towns is a rather essential one because the unit sphere of union activity is the local community, whether that be a city, a town, or a section of a city or town, but such a classification is no simple task for the reason that in many instances a so-called local organization may have jurisdiction over one or more adjoining cities or towns, or, in the case of railroad organizations, over even an entire railroad system. In those instances where the jurisdiction of an organization covers more than one city or town the Bureau has classified such organization under that city or town in which it maintains its headquarters, the membership of such organization being largely confined to the locality in which its headquarters are located. The total membership of organizations classified under Boston, for example, is probably in excess of the actual number of organized workingmen who reside in Boston because, for convenience, certain residents of neighboring localities may be members of an organization having its headquarters in Boston. In the case of certain so-called local railroad organizations the membership may include employees from even distant points on the particular railroad system represented; nevertheless, the point of departure is the essential consideration, and it is partly for this reason that no attempt has been made to determine the actual residence of the members of such unions. Accurate showing on the latter basis would obviously be very difficult, rendering it necessary for the Bureau to ascertain the actual place of residence of each mem-

¹ For specimens of these forms, see *post* pages 122 to 127.

ber of each local organization in the State, or, at least to secure a statement in detail from each organization as to the residence of its members, a task which the value of the information would hardly justify.

It is also somewhat difficult to classify local unions on the basis of occupations and of industries because the locals are not always organized strictly on an occupational or industrial basis, consequently it is necessary in some cases to classify a particular union under that occupation or industry in which the greater portion of its members may be employed or to combine several occupations under one title in those cases where the members of the local union are not all employed in the same occupation. Thus, in the case of certain unions of boot and shoe workers known as "mixed unions," the membership may consist of lasters, stitchers, cutters, and others in diversified branches of the work of boot and shoe manufacturing. Such mixed unions are more apt to be found in those localities in which there are not a sufficiently large number in any single branch of the trade to justify the formation of separate unions. Owing to these difficulties in classification it has not been possible to present the returns with that degree of detail or exactness in classification that might be possible were the returns supplied by the individual as the unit of investigation, as in the case of a census. Nevertheless, the returns by

occupations and industries, as in the case of the returns by municipalities, are presented sufficiently in detail to serve the purpose for which they were obtained.


Details relating to individual organizations are not published by this Bureau, although bureaus in several other States have found it advisable to do so, for the reason that we believe that such information should be considered confidential and that it has served its chief purpose when presented so as to show general conditions throughout the Commonwealth without disclosing facts which might be used to the detriment of any organization. By express permission, however, we are accustomed to publish under the name of the organization to which it applies the information appearing in our Annual Directory of Labor Organizations. In our statistical tables we have not in any case presented facts which referred to less than three unions, and usually the minimum number has been five unions in any class.

The Bureau desires to manifest that same disposition not to violate the confidence of its reporting agencies in the case of the labor organizations in the Commonwealth as it has steadfastly maintained in the case of industrial establishments for the long period of years (1886-1912) during which it has been accustomed to collect and publish statistics of manufactures.

APPENDIX IV.

SPECIMEN FORMS OF INQUIRY TO OFFICIALS OF LABOR ORGANIZATIONS.

1. SCHEDULE SENT TO SECRETARIES OF INTERNATIONAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

INTERNATIONAL LABOR ORGANIZATIONS.

1. Name of International Organization,.....
2. Name and Address of International Secretary,.....
3. Title of Official Journal,.....
(If none is published, kindly write "None.")
4. Place and date of **last** convention,.....
5. Place and date of **next** convention,.....
6. Total number of chartered locals,.....
7. Total number of chartered locals in Massachusetts,.....
8. Total membership of chartered locals in Massachusetts,.....
9. Local unions in Massachusetts affiliated with the International,.....
(The list may be written in below or enclosed separately if more convenient.)

NAME AND NUMBER OF LOCAL	CITY OR TOWN WHERE LOCATED	NAME OF LOCAL SECRETARY	ADDRESS OF LOCAL SECRETARY
.....
.....

10. If any local unions in Massachusetts have disbanded since June 1, 1910, kindly give names of such locals, stating also the cause and date of their disbanding.

NAME AND NUMBER OF LOCAL	CITY OR TOWN	DATE OF DISBANDING	CAUSE OF DISBANDING
.....
.....


This Bureau would be pleased to receive a copy of your Constitution and By-laws as last amended, and also a copy of your last convention report.

Information supplied by.....

Date.....Official position,.....

¹ A copy of this schedule was sent on December 31, 1912, to each national or international organization known to have affiliated with it at least one local union in the United States.

2. SCHEDULE SENT TO DELEGATE LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY

DIRECTOR

DIRECTORY—DELEGATE LABOR ORGANIZATIONS.

NOTICE. — Kindly answer each question, in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE," this word should be written, so that we may know that the question has been considered by you.

1. Official name of organization?.....
2. What territory is included within the jurisdiction of your organization?.....
3. Place of meeting.....
4. Time of meeting.....
5. Address of business office.....Telephone number.....
6. Name and address of president.....
7. Name and address of recording secretary.....
8. Name and address of financial secretary.....
9. Name and address of business agent.....
10. When does the next election of officers occur?.....
11. Total number of local organizations affiliated with your organization.....
12. Local unions in **Massachusetts** affiliated with your organization:
- (This list may be written in below or enclosed separately if more convenient.)

NAME AND NUMBER OF LOCAL	CITY OR TOWN WHERE LOCATED	NAME OF LOCAL SECRETARY	ADDRESS OF LOCAL SECRETARY
.....
.....
.....
.....

13. Does your organization negotiate with employers or employers' associations for agreements or working rules in behalf of the local unions affiliated with your organization?.....
..... If so, kindly enclose a copy of any such agreement now in effect.

Date.....

Information supplied by.....

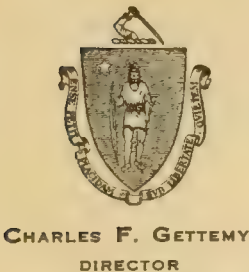
Official position.....

Address.....



¹ A copy of this schedule was sent on December 31, 1912, to each delegate labor organization known to have affiliated with it at least one local union in Massachusetts.

3 (a). SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts
BUREAU OF STATISTICS
LABOR DIVISION
STATE HOUSE, BOSTON

REPORT FOR DECEMBER 31, 1912.

NOTICE. — Kindly answer each question, in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE," this word should be written, so that we may know the question has been considered by you.

DIRECTORY OF LABOR ORGANIZATIONS, 1913.

- 1. City or town where union is located.....
- 2. What other cities or towns are within the jurisdiction of your local union?.....
- 3. Name and local number of union.....
- 4. Date of next election of officers.....
- 5. Place of meeting.....
- 6. Time (day of week and hour) of meeting.....
- 7. Name and address of recording secretary.....
- 8. Name and address of financial secretary.....
- 9. Name and address of business agent.....

EMPLOYMENT AND MEMBERSHIP,
DECEMBER 31, 1912.

	Men	Women
10. Number of members idle on account of lack of work or material,		
11. Number of members idle on account of weather,		
12. Number of members idle on account of strike or lockout,		
13. Number of members idle on account of sickness, accident, or old age,		
14. Number of members idle on account of other reasons, {		
Specify reasons, {		
15. Total number of members idle on the date specified,		
16. Total membership of local organization on the date specified above,		

¹ A copy of this schedule was sent on December 31, 1912, to each local union known to be in existence in Massachusetts on that date.

3 (b). SECOND PAGE OF SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.¹



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
LABOR DIVISION
STATE HOUSE, BOSTON

AGREEMENTS.

- 17. Are the members of your local organization now working under a **written** agreement with employers or an employers' association?..... If so, kindly answer the following inquiries:
- 18. When did your present **written** agreement go into effect?.....
- 19. When does this agreement expire?.....
- 20. How many firms have signed this agreement?.....
- 21. How many firms which employ persons eligible to join the union have not signed this agreement?.....
- 22. If your local union has adopted a new trade agreement since December 31, 1911, kindly enclose a copy.

WAGES AND HOURS OF LABOR.

- 23. Have any changes in **rates of wages** affecting members of your union taken place since your last report to this Bureau on **October 1, 1912**?..... If so, specify what the changes were:.....
- 24. Have any changes in **hours of labor** affecting members of your union taken place since your last report to this Bureau on **October 1, 1912**?..... If so, specify what the changes were:.....

CONSTITUTION AND BY-LAWS.

- 25. The latest copy of the constitution and by-laws of your local union on file was received..... Have you a later edition?..... If so, kindly enclose a copy.

OTHER INQUIRIES.

NOTE. — Remarks with reference to any of the following inquiries may be written on the reverse side of this schedule.

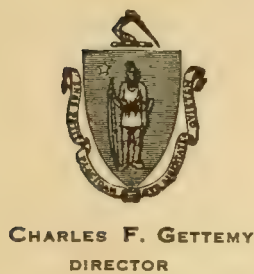
- 26. Is your local organization incorporated?..... If so, state year.....
- 27. Does your local organization make use of a union label?..... If so, kindly enclose a copy of such label, stating conditions on which it is granted to employers.....
- 28. Are salaries paid to the officers of your local organization? If so, state office and rate of payment.....
- 29. Does your local organization provide a pension system for its members **independently** of your International organization?..... If so, kindly enclose a brief description of such system.

Date..... Information supplied by.....
Official position.....
Address.....



¹ See note ¹ on the previous page.

4. SCHEDULE SENT QUARTERLY TO SECRETARIES OF
LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts
BUREAU OF STATISTICS
LABOR DIVISION
STATE HOUSE, BOSTON

Report for.....

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE," this word should be written in so that we may know that the question has been considered by you. Remarks with reference to short-time or overtime, or with reference to any other matter, may be written on the reverse side of this schedule.

- 1. City or town where your organization is located.....
- 2. Name and local number of your organization.....
- 3. Occupation or kind of work done.....

EMPLOYMENT AND MEMBERSHIP.

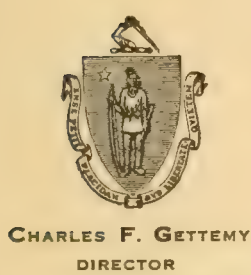
	Men	Women
4. Number of members idle on account of lack of work or material,		
5. Number of members idle on account of weather,		
6. Number of members idle on account of strike or lockout,		
7. Number of members idle on account of sickness, accident, or old age,		
8. Number of members idle on account of other reasons, {		
Specify reasons, {		
9. Total number of members idle on the date specified,		
10. Total membership of local organization on the date specified above,		

.....
(Signature of Secretary or other union official supplying the above information.)
Date.....
.....
(Official position.)
.....
(Address.)



¹ A copy of this schedule was sent quarterly to each local union known to be in existence at the close of each quarter in 1912, except at the close of the fourth quarter when the inquiries were added to the schedule for December 31, 1912, reprinted on pages 124 and 125.

5. SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts
BUREAU OF STATISTICS
LABOR DIVISION
STATE HOUSE, BOSTON

WAGES AND HOURS OF LABOR,
OCTOBER 1, 1912.

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE," this word should be written in so that we may know that the question has been considered by you. Remarks with reference to any question may be written on the reverse side of this form. The information furnished on this form will be published by trades and localities.

1. City or town where your organization is located?.....
2. Name and local number of your organization?.....
3. Kindly give the union rates of wages and hours of labor in effect October 1, 1912, for each branch of trade or occupation pursued by members of your organization; also state the rates of wages which were in effect October 1, 1911. If working by the piece, kindly enclose union schedule of piece-rates.

TRADE OR OCCUPATION.	Scale of Wages in Effect —			Rates of Pay for —		Hours of Labor a Week —	
	October 1, 1912	October 1, 1911	Per Hour, Day, or Week	Overtime	Sundays and Holidays	October 1, 1912	October 1, 1911
.....
.....
.....
.....

4. Is the Saturday half-holiday in effect in your trade?.....For how many months in the year?.....
5. What are the regular hours of labor on each day except Saturday and Sunday?.....
.....On Saturday?.....On Sunday?.....
6. If any general change in wages occurred in your craft between September 30, 1911, and September 30, 1912, kindly state when change occurred.....
.....and how many members were affected: Males.....
Females.....Total.....
7. If any general change in weekly hours of labor occurred in your craft between September 30, 1911, and September 30, 1912, kindly state when change occurred.....
and how many members were affected: Males.....Females.....
.....Total.....

AGREEMENTS.

8. If your union has adopted a new trade agreement since September 30, 1911, will you kindly enclose a copy?

Date.....

(Signature of Secretary or other union official supplying the above information.)

(Official position.)

(Address.)

¹ A copy of this schedule was sent on September 30, 1912, to each local union known to be in existence in Massachusetts on that date.

